THE SURVEY

Midmonthly Number

Vol. LVIII, No. 4 May, 15, 1927

CONTENTS

Settlement vs. Saloon - - - - - *Flora Dunlap* 197
Who Commits Suicide? - - - - - *Ruth Shonle* 200
THE COMMON WELFARE - - - - - - - - 202
SOCIAL PRACTICE - - - - - - - - - - - 206
New York Studies Causes of Crime, *Nels Anderson*—Stabilizing Dependency? *Maurice B. Hexter*—What Social Workers Do—Pennsylvania's Prisons
INDUSTRY - - - - - - - - - - - - - - 210
The Workers Recapture Their Tools, *Robert W. Bruère*—From Factory to Campus—A Co-operative Primer
EDUCATION - - - - - - - - - - - - 214
A Note on the New Puritanism, *Gertrude Diamant*—The Freedom of the Campus, *Douglass Orr*—First Aid for Group Leaders, *Grace Coyle*—Cooperative Reading, *Edna Phillips*
HEALTH - - - - - - - - - - - - - - - 218
An Institute of Trusteeship, *Anne R. Winslow*—Putting the Public Into Public Health, *Geddes Smith*
COMMUNITIES - - - - - - - - - - - - 222
Without Benefit of Controversy, *Homer W. Borst*—Could Community Trusts Work? *Pierce Williams*—Streets That Go To College
BOOKS IN OUR ALCOVE - - - - - - - - 226
THE SOCIAL WORK SHOP - - - - - - - - 230

The Gist of It

FLORA DUNLAP'S story of the long contest between Roadside Settlement and Wayside Saloon may come as a shock to some of the younger generation who have grown up since the saloon and know of whiskey only as something that comes out of a hip-flask. Her scene is timely, for the National Conference of Social Work is now in session at Des Moines and Conference members no doubt will visit Roadside House, of which she was headworker for twenty years ending in 1924, and of whose board she is still a member. They may also visit Camp Dunlap, named for her, "a refuge for tired working-girls who must always be spoken of as 'business girls'." Miss Dunlap had been in residence at Kingsley House, Pittsburgh, Goodrich House, Cleveland, and Hull-House before going to Des Moines. Her services have extended far beyond social work, including membership on the Des Moines School Board—the first woman to hold the post, the presidency for four years of the State Equal Suffrage Association in the crucial suffrage years of 1912-16, and first president of the Iowa League of Women Voters. For ten years she was chairman of the Legislative Department of the Iowa Federation of Women's Clubs and had a hand in the passage of much of the state's forward-looking social legislation. Her article has been used in some part in the National Federation of Settlements' recent study, Does Prohibition Work? (Harper). Page 197.

RUTH SHONLE draws her data on suicide from a doctor's thesis on the subject which she recently prepared under the Department of Sociology of the University of Chicago, eventually to be published in book form. At present she is assistant to the general secretary of the Religious Education Association. Page 200.

NELS ANDERSON discusses the reports of the Sub-commission on Causes of the New York State Crime Commission from the vantage point of his many sociological studies of cities. At present he is the director of Whittier House, Jersey City, N. J. Page 206.

MAURICE B. HEXTER is executive director of the Federated Jewish Charities of Boston, Mass., and the author of Social Consequences of Business Cycles (Houghton Mifflin, 1924). Page 208.

GERTRUDE DIAMANT, who tried out her educational theories in an experimental kindergarten, is now a high school teacher by vocation and a writer of magazine articles and short stories on the side. Page 214.

DOUGLASS ORR is an undergraduate at Swarthmore College and active in the National Student Federation. Page 215.

GRACE COYLE is on the staff of The Inquiry. Page 216.

EDNA PHILLIPS is library adviser in work with the foreign-born in the Massachusetts Department of Education. Page 217.

ANNE R. WINSLOW (Mrs. C.-E. A. Winslow) is the secretary of the committee which planned and carried through the unique New Haven Institute for Board Members of Public Health Nursing Organizations. Page 218.

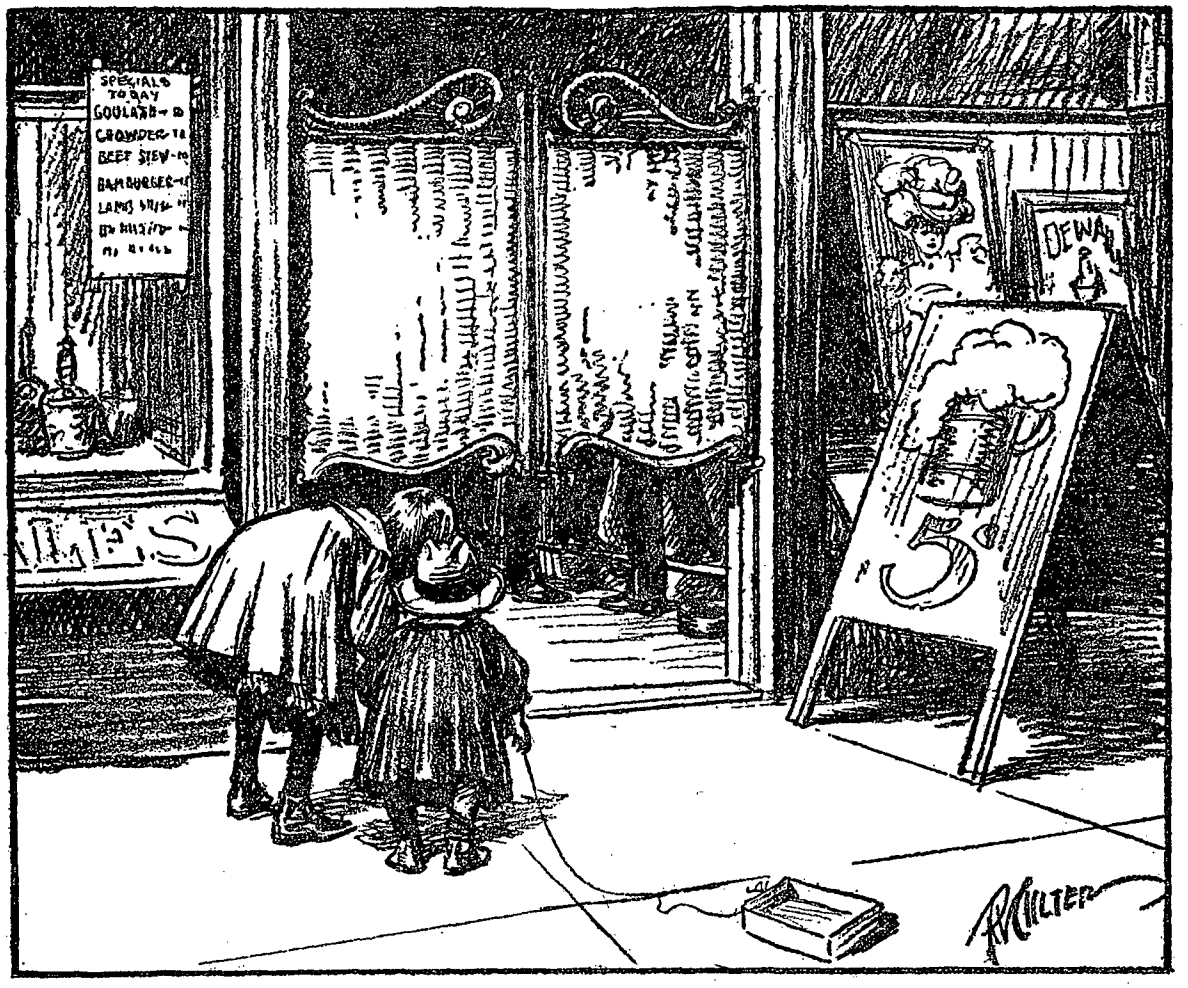
GEDDES SMITH, an associate editor of The Survey, is director of publications of the Child Health Demonstration Committee. Page 219.

HOMER BORST is the executive secretary of the Indianapolis Community Fund. Page 222.

PIERCE WILLIAMS is a member of the staff of the American Association for Community Organization. Page 223.

ARTHUR KELLOGG, managing editor of The Survey, joined the party headed by Secretary Hoover and James L. Fieser, acting director general of the Red Cross, which is making a tour of the flooded region, from Vicksburg to New Orleans. He will interpret the emergent work of relief and rehabilitation in which government and volunteer forces are mobilized, and arrange for adequate appraisal in later issues of the enduring problems of reconstruction confronting the devastated region.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED



LOOKING FOR FATHER'S LEGS

A Regular Errand of Childhood in the Dampish Nineties

Illustration from The Gay Nineties,
Reminiscent Drawings by R. V. Culter,
published by Doubleday, Page & Company

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

THE SURVEY
MIDMONTHLY

May 15
1927

Volume LVIII
No. 4

Settlement vs. Saloon

Some Notes on Twenty Years of Competition for Leadership in the Des Moines Bottoms

By FLORA DUNLAP

IN 1904 when I became resident director of Roadside Settlement in Des Moines, the House stood directly across the street from the Wayside Saloon and occasionally a Wayside patron mistakenly stumbled into our front door. A year later Roadside moved to the South-east Bottoms, a plat in which the first deed of conveyance stipulated that no saloon should ever be located on the land. So we were not again neighbors of a saloon, but for ten years we were neighbors of all the products of the saloons. Drunken men were the commonest sight on the streets, as were haggard women and ragged, undernourished children.

One street intersection, just outside our district, had a saloon on each of the four corners, the next had three, and practically every intersection passed by our neighbors on their way to work had one or more saloons, with others between intersections. A flaunting red-light district lay between us and the downtown section.

As far back as 1905 Iowa had restricted saloons. As I recall it, no seats were allowed—drinks must be taken standing. It seemed to me a sad way to drink and as I saw below the half-screen the line of feet, my own ached in sympathy for the men condemned to such tiring festivity. In spite of this drawback, the saloons and the pool-halls which adjoined them were the chief social meeting-places for the men of our neighborhood. Half a dozen times I was told that a saloon-keeper said, when he heard that Roadside was building a gymnasium and club rooms in the Bottoms, "That will play hell with my business; the boys will have some place else to go."

The saloons closed early in the evenings, 10:30 I think it was. No woman who knew the Bottoms nor any sober man took the trolley that left the downtown station at that time. They waited for half an hour, because that car, especially on Saturday nights, was filled with a drunken crew, sick, cursing, fighting, refusing to pay fares, threatening the conductor. On Saturday nights we always locked the front door and surveyed from a window the arrival of the "drunk car," as it was popularly known. Usually a few men were thrown off, sometimes at the expense of broken panes of glass in the car. For some reason those who should get off at our corner refused to do so unless urged and assisted, and often the street was vocal for an hour as they recited loudly to the moon or the dim gaslight the reasons why they shouldn't have alighted there.

Sunday morning was a gray time in the neighborhood. For a number of years I was director of the primary room in a nearby mission Sunday School and each week my heart ached for some children, who, I knew, crept out of their homes on Sunday mornings with scant breakfasts because if fathers were awakened they forbade their leaving the house.

Appeals for protection from families terrorized by drunken men were of almost daily occurrence. One hears so often that strong drink makes men gay, happy and generous. After a long acquaintance with many drinking men, I may say I have known very few who seemed either gay or happy and fewer still who evidenced any generous or kindly impulses when under the influence of liquor. Perhaps the northern and the native-born—most of our neighbors were from northern Europe or native-born—take liquor more sadly!

Roadside very soon became a shelter for families driven from home and its director a sometimes militant adviser. One woman came regularly for months to tell me a sad

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

tale of violence to her and her little children. I dried her tears for a good many weeks but it was a monotonous story and one day when she began her woeful tale I said impatiently:

"Why do you let him hit you? You are as big and strong as he is. Hit him back." She looked at me with startled eyes—I can see her face now after all the years—and said:

"I be afraid of him."

"Why be afraid? You are strong. Hit him first when he begins to abuse you. I'm tired of your coming in here every week with the same old story. If you are going to live with a drunken husband either stop whining about it or take care of yourself," and I turned her out of the office.

A WEEK later she came in with a perfectly awe-struck look on her face, and began with no preliminary salutation.

"What you tell me to do, I do. He come home drunk and swear at me and I pick up a bucket and hit him on the head hard and the blood run down fast."

"What did he do?" I asked, wondering if I'd be held as accessory to a murder.

"He looked queer," she replied, "and he tie a rag round his head and go to bed and this morning he say nothing."

I may say that this man was really cured of drinking by this method further applied, but I would not recommend it as a promoter of domestic harmony.

From another family, the mother, five children and a woman boarder, appeared one evening, bringing in with them such an odor of kerosene that two or three clubs meeting in rooms nearest the front door promptly adjourned to find out what was happening. The mother explained that Pa had come home drunk and had thrown kerosene over them all as they sat at the supper table. He was about to set fire to them but his hand was so unsteady that while he was trying to scratch a match they escaped.

Another neighbor was sent to a fresh air camp, with the four youngest of her ten children, the other six being cared for by relatives. Husband had professed great appreciation of the outing for his family and entire ability to care for himself in their absence. Two days later I had a long distance telephone message from the camp manager.

"Mrs. A.'s husband has sent her word he is sick and she must come home. Mrs. A. wants you to go and see if he is sick or just drunk."

"I am perfectly sure he is just drunk," said I unsympathetically, but I verified my diagnosis. Husband was lying on the porch covered with flies, smelling to Heaven and much too far gone to reply to any inquiries about his health.

A drunken man walked up and down the street in front of the house for some hours one day, waiting, as some one presently discovered, to shoot me, because my testimony had served to send his daughter to the State Industrial School. Fortunately I had gone away for a few days and he sobered up or forgot his grievance before my return. Over and over again we were threatened with violence by drunken men whose families we had protected or who fancied they had been injured by Roadside residents, but none of us was ever harmed.

Roadside provided the first public baths in Des Moines, showers for men and tubs for women and children. We occasionally found drunken men, fully dressed, in a bathtub, the custodian having been successfully eluded. We always expected and sometimes hoped to find one drowned, but either they went to sleep without turning on the water or made such a noise when it began to flow, they were heard and dragged out.

The police patrol-wagon was a frequent caller in those days and the officers were kind to us and as helpful as they could be. Fortunately or unfortunately the complaining wives nearly always forgave their husbands and the police complained then, as now, that it was useless to place a charge against the men as wives so seldom appeared to support it. They could only be held over night and then be released to drink again.

I could go on for pages with stories out of our experience and with others far more tragic of children brought up in such an atmosphere and so handicapped by heredity and environment. We made no surveys in those days and I have no statistics of the number of habitual drunkards in the district, but for the first ten years of my residence drunkenness was responsible for the most difficult problems with which Roadside or any social agency had to deal and for a very great majority of the crimes committed.

The saloon of course was mixed up with politics. A saloon-keeper was said to hold the Bottoms vote in his hands. His friends made up the majority of the election boards and his candidates in city elections, at least, polled good majorities.

Iowa women had a vote on bond issues and some special taxes for many years before full suffrage was obtained. The judges in our precinct certainly detested having women vote, but always there was my vote, with usually two or three other Roadside residents and three women from a progressive family living near us. Usually the whole women's vote arrived at the polling place together and was treated with scant courtesy. One man, who always served on the board and who was always drunk on election day and most other days, sometimes restrained an expression of opinion until we had turned away from the booth, but we heard his opinion of women before we reached the door.

AT the state referendum on suffrage in June, 1916, I was president of the state suffrage organization and the executive secretary was living at Roadside also. We went to the polls early to vote on a bond issue, having of course no vote on the suffrage question. Although Iowa was at that time legally dry, most of the election board seemed slightly tipsy. One member, who belonged to one of our gym classes, was very friendly and insisted we should vote on suffrage. He pressed the special ballot on us both and was puzzled and disappointed that we showed so little enthusiasm for our own cause. The before-mentioned member cursed us loudly and vehemently and as we left the room attempted to rise, apparently to follow us, but he was so drunk he fell headlong and as we passed out we left him stretched at full length on the floor, uttering denunciations of women who wished to move out of their divinely appointed "spere."

After 1920 I served in the same precinct in every election for three years, and never in that time was any man who served with me in the slightest degree under the influence of liquor. So quickly did the old order pass! Its passing may be credited to woman's suffrage or to prohibition or to both.

Prohibition came into effect in Iowa under state enactment in 1916. There had been county and local option laws for years and these were constantly being strengthened

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

and extended. Des Moines saloons were closed under local option some months before state prohibition went into effect, and some men still secured liquor. It was said over and over again, then as now: "There is more drinking than ever. Prohibition does not prohibit. It is far better to have the licensed saloon than the bootlegger."

With the passing of the saloon in our neighborhood, families who had no furniture began to collect a few pieces. Bedsteads and mattresses were seen where before there had been heaps of rags. Children who had stayed away from school for lack of suitable clothing became more regular in attendance. More shoes appeared to have been bought for the feet that wore them. Women who had been unable to attend neighborhood gatherings for lack of proper attire appeared in new dresses. Men who had never been seen publicly with their wives and children escorted them occasionally to Roadside parties.

TRUE, some of the old drinkers had occasional sprees, but liquor was high in price, not easily obtained and dangerous to life. A bootlegger acquaintance said to me in 1916: "All you say about the danger is true. I know I am a damned fool to sell the stuff but I am not such a double damned fool as to drink it." A few months later his widow came to arrange for day-nursery care for her three small children while she went out to work. Speaking of her husband's death, she said: "It was just his own carelessness that killed him. He drank a bottle of liquor that his partner told him was genuine. You can't trust nobody on the pedigree of liquor."

I was away from Roadside except for occasional visits from October, 1916, until October, 1918. Since 1918 there have been periods when our neighborhood seemed very dry and other periods when it seemed very wet. There have been flurries of arrests, investigations and clean-ups but seldom has there been sufficient evidence to convict and fines have been mostly remitted or unpaid. It is, of course, difficult to induce a bootlegger to admit that he has sold liquor illegally, and difficult to induce a drinker to testify where he secured the liquor he so evidently drank; apparently without evidence as unquestioned as this, few conscientious judges will sentence a man and if it is done the higher court may usually be depended upon to reverse the decision.

A good many times between 1918 and 1924 members of settlement groups have come to the house under the influence of liquor. Usually they have left quietly when told their presence was undesired and apologies have been made later. Usually they seemed to have had only a limited supply of liquor and to recover from it in a few days. Most of them are men from twenty-five to thirty-five years of age who began to drink in pre-prohibition days. I know only an occasional younger man who has acquired the habit since 1915.

Since November, 1924, I have been away from Des Moines except for two visits. My successor at Roadside told me that this was a period of unusual activity in both drinking and selling liquor and that in the past two years there have been again alternating periods of wetness and dryness. Last August as I sat in a friend's house, I asked her opinion of the liquor situation. She has lived in the Bottoms almost as long as I have. She said: "Every house in the next block, on this side of the street, is making or selling, or both making and selling." I asked how she knew this and she said chiefly by the number of expensive automobiles which stop in front of the houses and the well-dressed men who go in. I asked if she thought the situation as bad as before prohibition and she said "Yes," and then she hesitated and added, "Well, I'm not sure. There are not as many drunken men on the street as there were then and there are no children carrying pails home."

A group of women members of a settlement club agreed in saying, "It is terrible. There is lots of selling all over the Bottoms and it is terrible how many men are drinking." One added, "Some women are drinking too, and some selling." I asked them if it seemed as bad as in the saloon days. They agreed that the present situation is not comparable to that period. They knew more of the old days than I, and of the hardships of women and children with drunken husbands and fathers. I asked if any of them knew men who now came home drunk to drive the family into the street. They told me of but two men who are abusive at home, spending all their wages for drink, and, said one of the women cheerfully, "Both of them are old and they'll not last long."

We talked about unemployment, which is very general in Des Moines now—the agricultural depression reacts everywhere in Iowa. They thought drink had very little to do with unemployment. There were drinking men without jobs, but they were the men who were often idle. They had been idle for longer periods, naturally; sober men get the first jobs that are open. They told me of a number of families living in comfort from the sale of liquor but they all said most of the liquor is bought outside the neighborhood. We talked about "dope," too, but they said nothing to indicate that its use had increased in the Bottoms. One thing that was said was enlightening. "Women are not so helpless now as they used to be. Girls can do more kinds of work, and even middle-aged women can find jobs where the work is not so hard and where they make good money." The thought was that women now do not tolerate the old order of poverty and abuse.

A visitor from another organization who came into Roadside one day said she had been calling on Mary B., whose mother had led a hard life because the father drank and they were extremely poor. "They are prosperous now," said the visitor. "Mary told me her papa used to drink something awful. But he is scared of bootleg whiskey because so many men have been killed by it, so now he gives all his money to her mama and they are building a new house and getting along just swell."

A FEW days later I called on another friend whose drunken husband deserted her after she had borne three children. She supported herself by day-work. At eighteen the daughter had died of tuberculosis and at twenty, one of the sons. The second son and his wife died from drink, leaving her a legacy of two small grandsons. She worked on —washed, cleaned, put them through the grade school, had them taught trades. Now she is seventy and the younger grandson, the hope of her old age, is traveling the path his grandfather and his father traveled before him. My friend, who had suffered from three generations of drinking men, said: "Men can't help taking the drink when it's round them." I said, "It ought not to be around them these days but apparently the law can't be enforced."

She lifted her brave old head on which too many tragedies have fallen, and with the fighting look still in her eyes replied: "Can't be enforced—and *you* say that? It can

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

be enforced. You know it can be if them that should do it would do it."

The impression seemed to be general among those with whom I talked that most of the drinking in Des Moines is among the well-to-do. Many well-to-do men seem to have acquired a liquor inferiority complex. They feel they must show their world they can secure and serve liquor, and thus prove that they belong socially and financially to the class able to support bootleggers. Keeping and drinking liquor is to them a social obligation, in the same category as membership in the most expensive country club. The well-to-do young people who are drinking seem to come from these families and to get the complex and the liquor in their own homes.

Drinking among young men and women in our neighborhood is not general, so far as I could learn or observe, partly, I think, because of the expense. The well-to-do can keep both a car and a flask. In our neighborhood we must choose, and generally we choose a Ford. One is impatient sometimes at the proportion of the family budget which goes into automobiles, but after all, using a high proportion of the family income for a car is infinitely better than using it for strong drink.

As I recall the Bottoms of 1904, I know that the lives of its people have been revolutionized. How much of this revolution is due to prohibition I do not know. But I do know that the shuffling drunkard I saw stumbling along Scott Street a month ago is exactly as sodden and degraded as the drunkards who stumbled along that street twenty-two years ago, and I know that all the helpful forces of modern life, material and immaterial, can do nothing for a man whose brain and body are paralyzed by liquor.

There is illegal drinking and selling in the Bottoms as there is in so many communities. Who is most to blame I do not know. I do know that if the city, county, state and federal forces charged with enforcement of the law were working cooperatively instead of uncooperatively and were supported by the citizens who are law-abiding, the prohibition law would be enforced. Even with partial enforcement, drunkenness in the Bottoms twenty-two years ago and drunkenness there today is as smallpox was before and since men have learned the use of vaccination.

Who Commits Suicide?

By RUTH SHONLE

MAY and June are the open season for suicides. The number runs in a crescendo up through these months, declines through the summer and early fall, tilts gently upward in December, then dips again in the late winter and early spring. No one knows whether this increase during the late spring is due to the restlessness of "spring fever," or to some unanalyzed physiological reaction to changes in temperature, humidity, and so forth. The differences in rates between the seasons are not so great, however, that they need affect the fundamental analysis of causes of suicide. Perhaps the most interesting thing they suggest is that suicide is not necessarily a reaction to the material hardships of poverty or hunger or cold, which press most closely during the winter months. The alternative suggestion is that suicide is a reaction to social and psychological maladjustments, to thwarting of vital interests and ideals, to disturbances of one's chosen mode of life, which may seem more acute and unendurable during the restless spring months.

From the point of view of suicide, the United States is comparatively "healthy." Here for every 100,000 of the population, 11.8 people kill themselves each year (1922). In France the corresponding rate is 21.9; in Germany, 21.4; in Denmark, 14.5. Not all of Europe is suicide-ridden, however. In Sweden the rate is 10.1 suicides per 100,000 people (1918); in England and Wales, 9.1 (1919); in Italy, 6.9 (1916); in Norway, 5.3 (1920). The explanation of the varying European rates must be left for some European investigator.

While the rate of the United States in general is relatively low, there are distinct localities and groups where suicide is rife. A map with cross-hatchings to show the rates by states pictures the South almost white (almost without suicide), the East and North of varying degrees of grayness, the far West dark, with California almost black—preeminent in suicide as in many other things.

In whatever locality the comparison is made, cities outrank surrounding rural districts by about 30 per cent. For the registration states of the United States in 1922, the urban rate was 14.3 suicides per 100,000 people, the rural rate, 9.5. The trite explanation for this difference is that city life wears on people's nerves more heavily than country life. Perhaps—although there is much talk of the grinding monotony of country life. There are other factors worthy of consideration. In the rural communities values are less individualistic than in the city. Man has more "duties" to his family, his community, his God, in the country than in the city. Suicide is not so much a matter of individual concern. Moreover, the rural community—even in its present distraught condition—incorporates the individual more closely into a group which first sets social standards to define his needs and interests and then provides for their satisfaction.

The rural person has, in family, church, club, school, neighborhood groups, trading centers, opportunity to meet and make friends, to select husband or wife, to receive advice and help, when in grief to be comforted, and when old to receive care. There is, too, in the monotony and simplicity of rural life, a concentration on elemental needs and an avoidance of the variety of interests and ambitions to which the urban person is subjected and which necessarily increase the chances of disappointment in working out a satisfactory life organization.

A STUDY of types of communities shows that all communities organized, as is the rural community, on the basis of homogeneous groups which enmesh the individual firmly in the social codes and customs and provide for his major needs, have low suicide-rates. Suicide is almost un-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

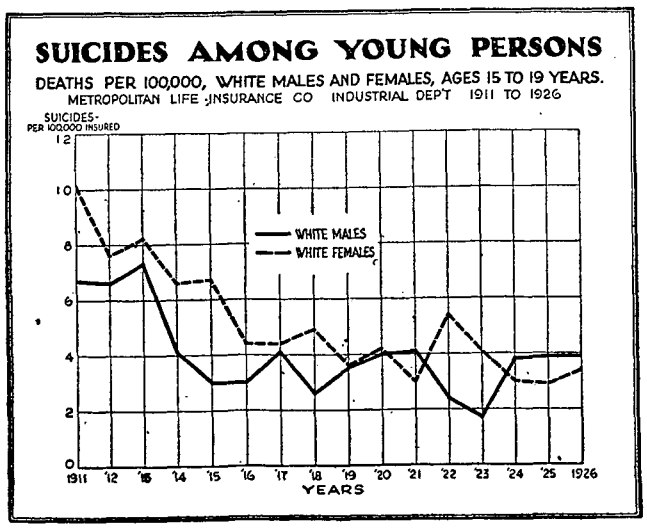
known in isolated primitive villages. There is very little in religious communities where the church undertakes to control the entire life of the individual. Thus Catholic communities have low rates, and in the United States the Mormon states have much lower rates than adjacent states.

The high urban rate does not seem, then, to be so much a matter of mere nerve strain as of confused values, of the loss of a sense of obligation to anything but individual interests, of failure to find in the isolation of city life the satisfactions for fundamental interests and desires. In short, the city increases the opportunities for maladjustments and at the same time destroys the inhibitions which make many people feel that they have no right to take their own lives.

In any one community there are again variations in rates as between classes and groups of people. In Europe and America over a long period of time, the suicide-rate for men has been from two to four times that for women. Thus in 1920 in the United States registration area, there were only 38.1 female suicides for every 100 male suicides. There are three possible explanations, but which is the true one has never been determined. Men may be subjected to more disorganizing experiences than women; they may break more easily under the strain of maladjustment; or they may be less resourceful in finding new adjustments.

There is a definite relation of suicide to age. In spite of the scareheads which appear from time to time in newspapers and magazines regarding child-suicide, there is little suicide among children. The recent occurrence of several dozen student suicides within a few months led to front-page stories, editorials, sermons, street-corner comment and parlor gossip with theories and explanations as numerous as the commentators. It is probable that no one knows why each individual boy or girl committed suicide or the amount of influence which the stories of the first suicides had on succeeding ones. It seems certain, however, that the suicides represent a temporary occurrence, in which the romantic and sensational newspaper stories may well have played a part through setting a pattern by which other, already disturbed, young people found a final solution to their problems. There seems little evidence that these suicides represent a trend or are indicative of the general conduct of college students.

If the term "children" be taken to include all ages up to twenty, it is true that there are very few child-suicides in the United States, and the suicide of a young child is so rare as to be almost accidental. In 1920 there were eighteen million children under the age of ten in the registration states; one committed suicide during the twelve months. This year is typical. Out of every 100,000 children between the ages of ten and nineteen, only two committed suicide in 1920; while between the ages of twenty and twenty-nine, ten people out of every 100,000 committed suicide; and between the ages of thirty and thirty-nine 14 out of every 100,000. The highest rate was found at the advanced age of eighty to eighty-nine years, when thirty-four suicides occurred per 100,000 people. This statement does not mean, of course, that children and young people are never unhappy nor maladjusted, but that, apparently, they have sufficient resiliency and hope to struggle on. It is the older person who admits defeat and allows his despair to rule him.



Of especial importance where cities are concerned is the variation in suicide-rates of groups of different national and cultural backgrounds. As a whole, immigrants in the United States have a much higher suicide rate than native-born Americans and a much higher rate than their countrymen in Europe. The following figures for the United States registration area in 1910 (the only year for which data were available) are corroborated by more recent figures for New York City and Chicago.

SUICIDES OF WHITE POPULATION IN THE REGISTRATION AREA OF THE UNITED STATES, ACCORDING TO COUNTRY OF BIRTH, FOR 1910.

Place of Birth	*Suicides per 100,000 Inhabitants*
All countries	17.64
United States	14.16
All foreign countries	30.29
Italy	13.98
Canada	16.66
Russia	19.16
Ireland	21.91
Scotland	24.02
Hungary	24.82
England and Wales	28.52
Austria	29.53
Scandinavia	36.67
France	59.30
Germany	62.04
All other foreign countries	31.77

When these figures are compared with the rates for European countries it appears that while all immigrant rates are double or treble the European rates, the immigrant groups with the highest rates come from the European countries with the highest rates, while those with low rates come from European countries with low rates. They carry with them to America whatever attitudes or philosophy they have previously acquired concerning suicide. The extremely high rates in America are undoubtedly due to difficulties of adjustment. In this connection it is important to note that the immigrant suicides do not often occur soon after arrival in this country, but after the immigrant has lived here ten, fifteen or twenty years. It is important, too, to observe that American-born offspring of foreign-born parents do not commit suicide any more frequently than do native-born Americans of longer standing. There are probably two reasons for this. The children of foreign-born parents do not accept the attitude of certain European groups toward suicide as a justifiable means of solving difficulties. Moreover, they do not suffer from the same types of maladjustments as their parents. The children of the foreign-born have been found to contribute to gangs, to delinquency, to personal immorality—but they are not disorganized in their lives so much as unorganized. They have not, as their parents have, (*Continued on page* 235)

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

The Common Welfare

WHEN the levee broke on May 4 at Duckport, opposite Vicksburg on the Louisiana side of the Mississippi River, the American Red Cross knew that it was in for another big batch of refugees numbering not less than 35,000 and not more than 50,000 persons. It knew also, while the water was first rushing through the break, just where was the nearest land high enough for a refugee camp and, as to the future, it knew about when and where the water could be expected to re-enter the Mississippi and what effect it would have on the crucial situation downstream, where for many miles some of the poorest of the levees would have to meet the incredible pressure of this greatest of all the Mississippi floods.

All of this information comes out of the tightly-woven relations established under the Mississippi Flood Committee appointed by President Coolidge with Secretary Hoover as chairman. In this particular case the information came from the maps of the Army engineers. The forces and equipment which word of the new crevasse instantly brought to the threatened area, indicates the committee's widely ranging services—Red Cross workers and nurses and boats, Coast Guard launches with their trained crews from the waters off Maryland and New Jersey, Army engineers, Navy aviators, doctors from the Army and the Public Health Service, social workers from local chapters of the Red Cross. The mobilization was as quick, intelligent and sure as the team play of infielders when a grounder starts toward second base.

On May 1 there were, in round figures, 250,000 men, women, and children living in Red Cross camps in seven states. And, such is the amazing sweep of this disaster, before the new camp was started at Vicksburg and almost a week before the crest of the flood was due at New Orleans, the earliest camps, far upstream in Illinois, were already being evacuated. And, such are the conflicting pluses and minuses of the thing, it may well be that this particular break saved a long stretch of poor levees built by counties which have been content to take the minimum of federal aid and thus reduce their own costs, much as some parts of these United States have been content to take as little as possible of the Sheppard-Towner money and gamble on their babies' lives. So these poor farmers had gambled that the old river would never go over its highest recorded flood stage of the past.

This flood is the ninety-second disaster, big or little, in which the Red Cross has had a hand—usually the right hand—in twelve months. They say that the field men have grown web-footed, and the situation at Washington headquarters is tersely put in the answer made to a stenographer applying for a job, who asked what her hours would be: "Eight A. M. to one A. M.—and Sunday too."

They are telling rare stories at headquarters in Washington of the money-raising campaign. There was the urgent, elderly man who came in simply fired with the thought that thousands of refugees must be scrambling through the woods, tortured by poison ivy, to be saved only by a lavish use—from the relief fund—of his sure cure for this devastating itch. There was the fellow who offered to give a trainload—two trainloads—of his very perishable food-product on the simple condition that the cars be covered with banners bearing his name and that of the Red Cross and run off as a movie news reel. And there was the community chest representative who blew in with the challenge that in his city they raised all their money in a single yearly campaign and on a scientific basis showing the need; and what scientific statement of the need could they give him before he would accept the quota allotted his city?

The President's appeal for a second five million dollars for the relief fund came out when the first five had been passed by more than a million. The two sums, it is likely, will do no more than meet the emergent relief expenses for food, shelter, clothes, medicine. Rehabilitation, with a property loss of two hundred to three hundred millions, must await later plans.

THE United Parents' Association of Greater New York functions as "the connecting link between the educator, the experimenters, the research organizations and the general public." This means, of course, a program of parental education, in the broadest sense of that popular term. The year's work of the organization, as summed up by the president, Robert E. Simon, at the recent annual business meeting, is a mine of suggestions to similar groups in small American towns as well as large cities organized to "coordinate home and school." The New York association has grown from 67 member organizations to 114 in the past year. This means that it has enrolled about 40,000 parents of public elementary and high school children and also of pupils in a group of famous private schools. The membership fee is ten cents a year, which is supplemented by contributions to meet the annual budget of $36,000. The projects for the closing year included a study of teachers' salaries and the support of the Rice-Dick bill which adds $16,500,000 to the state budget for education; after-school athletic centers; study groups for the mental and physical health of children; English classes for foreign mothers; and school lunches. A new field work division has been created, which offers advice on new buildings, improvements and educational projects. One of the primary functions of the United Parents' Association is "to acquaint the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

general public with the work being done by research organizations." It carries the results to its membership through a weekly bulletin, The School Parent, through public meetings and through its study groups. Its speakers' bureau has filled 274 calls during the past year, on such subjects as health, child training, recreation, home work, intelligence testing and methods of teaching. One of the most interesting experiments of the year was the exhibit of public school art held at the Metropolitan Museum. This was in connection with Open School Week, during which nearly half a million parents made use of the opportunity of watching the city's public schools in operation.

AT A TIME when organized labor is making such notable efforts to establish sound cooperative relations with management as those described elsewhere in this issue (p. 210), it seems tragic that public opinion as authoritatively expressed by the courts should hedge the unions about with legalistic restrictions that throw them back upon the old brute fight for existence. In the case of the Bedford Cut Stone Company and others, against the Journeymen Stone Cutters' Association, the United States Supreme Court has rendered a judgment which in the dissenting opinion of Justice Brandeis, Justice Holmes concurring, makes of "the Sherman Law and the Clayton Act an instrument for imposing restraints upon labor which reminds of involuntary servitude." For many years, the plaintiffs had contracts with the association. In 1921, they refused to renew the contracts because certain rules or conditions proposed by the Journeymen were unacceptable. Then came a strike, followed by a lockout, during which the employers organized "a so-called independent union." They became the "declared enemies" of the union. "They were seeking to destroy it."

The constitution of the Stone Cutters' Association provides that "no member of this association shall cut, carve or fit any material that has been cut by men working in opposition to this association." In self-defense, the union enforced this rule upon its members on building construction work throughout the country. This, the majority of the court, relying principally on the authority of Loewe vs. Lawlor—the famous Danbury Hatters' case—and Duplex Printing Co. vs. Deering, held to be in unreasonable restraint of interstate trade, and so enjoinable under the Sherman and Clayton Acts. Justice Brandeis points out that the issue in the Hatters' case was not, as here, the mere refusal to finish a product partly made by members of an opposing union, but the general boycott, invoking the power of the consumer as a weapon of offensive warfare. The question upon which the Court divided in the Duplex case was whether the Clayton Act had forbidden federal courts to issue an injunction in cases where a union invoked both the boycott and the sympathetic strike to attain its ends. "The conduct there condemned was not, as here, action taken for self-protection against an opposing union installed by employers to destroy the regular union with which they long had had contracts." The Stone Cutters in this case invoked neither the boycott nor the sympathetic strike. They were innocent alike of trespass and of breach of contract. They did not picket. They refrained from violence, intimidation, fraud and threats. They refrained from obstructing otherwise either the plaintiffs or their customers in attempts to secure other help. They did not plan a boycott against any of the plaintiffs or against builders who used the plaintiffs' product. On the contrary they expressed entire willingness to cut and finish anywhere any stone quarried by any of the plaintiffs, except such stone as had been partially "cut by men working in opposition to" the association.

In earlier cases, the Supreme Court had so interpreted the mind of Congress as declared in the Sherman law as to permit "capitalists to combine in a single corporation 50 per cent of the steel industry of the United States dominating the trade through its vast resources"; to permit another group of capitalists "to combine in another corporation practically the whole shoe-machinery industry of the country, necessarily giving it a position of dominance over shoe-manufacturing in America." Justices Brandeis and Holmes hold that it would, indeed, be strange if Congress had by the same act willed to deny to members of a small craft of workingmen the right to cooperate in simply refraining from work, when "that course was the only means of self-protection against a combination of militant and powerful employers."

Yet this strange construction prevailed with a majority of the court, which has thus raised a fresh barrier in the way of the substitution in American industry of reasoned cooperation between management and men for the old spirit of warfare. How can unions which are thus forced to fight for existence be expected to develop the type of leadership and to accumulate the resources necessary to the fulfillment of a sustained policy of union-management cooperation?

HOW much this emerging tendency toward cooperation is in need of public encouragement, appears from the brave efforts of the bituminous miners and operators of Illinois to win for it a sympathetic hearing even among their own constituencies. Early in April, after the Miami conference between the United Mine Workers and the operators of the Central Competitive Field had broken down because of the miners' refusal to consider the operators' demand for a reduction of wages from the Jacksonville scale (Survey, April 15), the Illinois operators, passing upon an appeal for cooperation from the president of District 12 of the United Mine Workers, expressed, as an alternative to the demand for a reduction in wages, a willingness to meet with the miners to consider modifications in existing working arrangements which would lower the cost of production. As the Coal Age understands it, Illinois producers do not insist upon a slash in the Jacksonville rates if their competitive position can be improved by changes in other directions. "They are interested," says the Coal Age, "not so much in what a man may receive for his day's toil as in what the production cost is per ton of coal." Unfortunately, the public press seems not to have caught the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

significance of this remarkable innovation in the bituminous industry, so that the Illinois group are left to feel their way without the support of public opinion.

The response of the Illinois operators to the invitation of the miners' local leader would seem to demonstrate the mistaken judgment of John Lewis, national president of the United Mine Workers, in leaving a similar proposal for the dying hours of the Miami conference between the miners and the operators of the Central Competitive Field, when no one would take him seriously. In an open letter to the Federal Council of Churches, in comment upon a special issue of the Information Service of the Council's Department of Research and Education devoted to The Bituminous Wage Controversy, Mr. Lewis insists that his proposal was the only constructive suggestion laid before the conference, and that "it offered a basis for effective co-operation between employer and employe—a policy that must in the long run, be adopted in every industry." Had such a proposal been incorporated in the Jacksonville agreement in 1924 and had Mr. Lewis made it the basis for his appeal to the public to interest themselves in the affairs of the United Mine Workers, his position and that of the miners in their present difficulties would be stronger than it is. It is well to remember, however, that a major cause of delay in the maturing of this newly declared policy is that the miners like the stone cutters have had their resources depleted by fights for existence largely occasioned by court decisions which like the decision of the Supreme Court cited above "remind of involutary servitude."

MARYLAND now joins the distinguished group of advancing commonwealths which award double or triple compensation to minors injured while illegally employed. The bill is signed and the penalty is mandatory, thanks to the efforts of the Consumers' League and the Maryland League of Women Voters. The group includes Wisconsin, New Jersey, New York, and this latest newcomer, first among southern states.

Missouri emerged at the November elections from the mourning list of six states which had previously been shamelessly devoid of workmen's compensation, leaving therein Arkansas, Florida, Mississippi, and North and South Carolina. To achieve this emergence required three biennial referenda, in 1922-24-26, whereby Missouri voters educated themselves so far as to move next door, as it were, to the four distinguished states above signaled. Unfortunately, however, instead of providing at this hard-won victory double compensation as a mandatory penalty for illegal employment of minors in industry, Missouri has contented herself with requiring an addition for them of 50 per cent to the usual single award.

Missouri voters by their referendum have, however, thus taken a stand far in advance of the preposterously and dangerously belated interpretation bestowed by their attorney-general last fall upon their state child labor law. They scarcely seem to belong to the same civilization represented in their recent legislature by the brutal levity with which it rejected a fairly modern child labor bill.

DISCOURAGING enough is the news from Pennsylvania that the legislature has failed to continue the Children's Commission and that body therefore, deprived of official sanction and appropriation, has ceased to be. During the past three years the Commission, "appointed to study and revise the statutes of Pennsylvania relating to children" has exemplified the patient process of fact-finding, analysis, education, and finally legislative recommendation which lie behind sound social evolution. Its monumental report on the legal foundation of the courts of the state for the handling of delinquent, dependent and neglected children will furnish food for thought and for action for many a year, while the coordinate studies of child dependency and delinquency in seven Pennsylvania counties, prepared by the executive secretary of the Commission, Neva R. Deardorff, and published by the federal Children's Bureau, give a cross-section of existing conditions. Had the commission been continued for two years, as its members desired, there would have been an opportunity not only to continue these studies, but gradually to crystallize into legislation the recommendations based upon them, as the progressive course of popular information and opinion on such subjects made action possible. A bill abolishing the indenture or "binding out" of children passed the legislature, but the other recommendations, which included measures relating to the control of child placement, the licensing of maternity homes, and the amendment of the juvenile court act, thus suffer an untimely loss of their natural proprietor. However, the facts so painstakingly collected, the conditions they depict, and the popular interest aroused by the efforts of the Commission, still remain. If an active and able residuary legatee can be found, the unfortunate effect of the break may be minimized, and the work carried forward on the foundation already laid.

BRIGHTER aspects of this session of the Pennsylvania legislature appear in the achievement of the main objective of the Public Charities Association of that state—the unanimous passage of the bill to submit to the people in 1928 a $50,000,000 bond issue for state institutions for the insane, feebleminded, epileptic, and delinquent, comparable to the similar action taken by New York state two years ago. The appropriation for the Mothers' Assistance Fund also received a greatly needed increase, to $2,750,000, authorized during the coming two years, enough, it is estimated, practically to wipe out the present long waiting lists of eligible applicants. Another bill of social importance raised the minimum marriage age in the state to sixteen years. The neighbors of Pennsylvania may find comfort even in the demise of the Children's Commission through the fact that Neva R. Deardorff, who has served the state in various capacities during the past ten years—as chief of the Division of Vital Statistics of the Philadelphia Department of Health and charities, as assistant director of the Philadelphia Bureau of Municipal Research, as a member of the faculty of Bryn Mawr College, and finally as executive secretary of the Children's Commission—now comes to New York to take charge of the Research Bureau of the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Welfare Council of New York City. Miss Deardorff was formerly an associate editor of The Survey. Robert E. Chaddock will share in the work of the bureau as consultant.

TO the obviously crippled ranks of the lame, the blind, and the deaf, patently in need of special service to help them get work which they can do efficiently, other classes, more recently recognized as handicapped, have been added from time to time. The man with a damaged heart needs help as surely as the man with a paralyzed arm, though his difficulty is less obvious; so also the ex-tuberculous, who must be guarded against a strain which again will break down their resistance, and the men and women with mental and behavior problems. Four of the large organizations which deal with the employment of the handicapped in New York City determined to find out where there was overlapping, where gaps in their separate programs, and addressed a request for a survey to the Department of Industrial Studies of the Russell Sage Foundation. The result is a detailed study by Mary La Dame of the Foundation, just published by the Welfare Council of New York City.

"Why," asks the foreword, "should 12 separate agencies serve those suffering from disabilities [in New York City] and each one in turn approach the same employers for jobs?

"Why should one organization serve the crippled and disabled men and boys; an entirely different one, the hard of hearing; a third, girls with mental and behavior problems?

"Why should crippled girls be without service and the blind and tuberculous be inadequately cared for?"

Why indeed? The presentation of the facts suggested the answer, which came in the announcement that the four largest agencies in New York City concerned with finding jobs for handicapped men and women would consolidate their services. That intention has been announced by the Institute for Crippled and Disabled Men, the Employment Bureau for the Handicapped, the New York Tuberculosis and Health Association (including the New York Heart Association) and the Jewish Social Service Association. The consolidated service, which is to be directed by Louise Odencrantz, will be known as the Joint Employment Bureau for the Disabled and will have its headquarters at the Institute for Crippled and Disabled Men. It is hoped that other organizations with a smaller volume of work and very highly specialized services will gradually merge this aspect of their work with the Bureau in the interests of economy and effectiveness which are promised by such a plan.

WHAT should social workers live by, their jobs alone, or the job plus the wider reaches of family life, of play, of a part in the whole drama of their towns and cities? In one form and another this question bobbed up insistently at a recent meeting of the New York chapter of the American Association of Social Workers given over to a discussion by Dr. Richard C. Cabot of subjects proposed by the members. As one harrassed query put it, "Is it possible in the noise and speed of this hurried age to work eight or nine hours a day and have time and energy left for home, church, music and the other enriching things of life?" "Wouldn't it be better," another suggested, "to eliminate the eternal conflict by just giving up and doing only one's job?"

"Is our work great enough to be equated to life?" Dr. Cabot himself asked, re-phrasing the problem. His answer was no. If the work itself is so engrossing and exhausting as to fill the whole horizon, something is the matter. Perhaps the trouble is with the work. If numbers of social workers, carefully studying themselves, found that this is the case, a representation of the difficulties of their lot should be made to their employers. It is altogether too easy, too easy for Americans especially, to do nothing but work, and the joy in play is also of essential value, and not to be cast away.

But, Dr. Cabot suggested, before it is assumed that the kind and quantity of work is too severe, let its quality be studied. Sometimes exhaustion comes not from too much work, but from the distractions in the minds of the workers themselves. Try watching your minds, he suggested; clear from them the useless throwbacks to past idiocies, or the equally useless projections toward the uncontrollable future. Biologists, studying the behavior of rats or guinea-pigs, have a method of covering the animals' feet or tails with lampblack to trace the aimless wanderings about a maze until finally a solution is found. Does not an analysis of human action often show a similar aimless squandering of energies?

Most people who work hard have several speeds—a No. 1 speed to start the day, taking every atom of wit and concentration; a slower speed to accomplish more routine tasks as energy begins to flag; and perhaps even a slower pace to fall into which still can carry through mechanical but useful and necessary tasks toward the end of the day. Before such an organization of one's abilities, eliminating personal conflicts whenever it is possible, conserving one's vitality for the purposes most in need of it, mountains of work which look insurmountable sometimes can be made to melt away without too severe a strain.

FRIENDS and admirers of Eugene V. Debs are raising funds for a memorial to him as a champion of liberty and justice. The planned monument will not be of stone or bronze, but a living instrument of social service, a high-power radio station, to be known as WDEBS, and to be operated it is announced in the interests of "all progressive movements and ideas and in aid of all struggles for social justice in the tolerant and broad-minded spirit of Gene Debs." The station will be acquired and operated by a board of trustees whose personnel will give it distinctive character. Norman Thomas is chairman, Morris Hillquit, treasurer, and G. August Gerber, secretary. Among the members are Roger Baldwin, Victor L. Berger, Harriot Stanton Blatch, Abraham Cahan, Albert F. Coyle, Theodore Debs, Elizabeth Gilman, Sidney Hillman, John Haynes Holmes, Robert Morss Lovett, James H. Maurer, A. Philip Randolph, Upton Sinclair, B. C. Vladeck and Harry F. Ward.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

New York Studies Causes of Crime

By NELS ANDERSON

DURING the winter I interviewed the governor of one of the smaller eastern states on the crime situation. He had gone to the papers with a story of his intention to clean up the state. He was going to go to the roots. It sounded good. I found him very optimistic about the prospects—his state was going to be put on the map. He explained in boyish glee, "You see I've been going to the bottom. I been reading Lombroso and all them fellows and now the whole matter is beginning to clear up."

I tried to look learned. "You are going to make some study of the causes of crime?" I asked.

He turned on me with a look of pity. "Causes? We know all about the causes. We knew that before we started. We need law! Law with teeth in it! And that's what we are going to get; law with teeth in it!"

He did appoint his commission. It consisted of the mayors of five cities of the state. The commission reported and the law was passed. It is a vest-pocket replica of the Baumes Laws of New York. Everybody who had anything to do with the passing of the law has returned home with a virtuous feeling, and the police and judges are left to do their duty.

That is one way of facing the crime problem; and that is one kind of commission. It is the tried and true method of the ages. It inevitably ends in passing laws and more laws; in going after the culprit with tooth and tongs. Once they did it to save his soul but later they did it as an example to others. In those days mothers took their knitting and watched the witches burn and the children went in groups to see them hang the beggars. We have entered a new era of feeling but still the vindictivist is with us.

It is refreshing to turn from this point of view and approach to the New York Crime Commission now in the midst of its work. It consists of two members from the Senate, two from the Assembly and five members appointed by the governor. Governor Smith did not pick the mayors of five cities. He selected a lawyer, a doctor who had been connected with the police, a newspaper man, a leader in boys' work and a social worker. Caleb H. Baumes, father of the law that bears his name, is chairman of the commission. The commission has been at work some six months. The advance reports on causes of crime have just been given out for newspaper consumption by the Sub-committee on Causes, which includes William Lewis Butcher, chairman; Jane M. Hoey, and Joseph A. McGinnies. Five other sub-commissions that have not yet reported are studying statistics, police, penal institutions, the adjustment of sentences, and courts.

Courtesy of the Boys' Club of Worcester, Mass.

Having in mind the vindictive spirit of the Baumes Laws in New York, we outsiders had no reason to expect much delving into the matter of causes. However, the report on causes is an agreeable surprise. It includes studies of two urban areas, of two rural areas, of 145 individual offenders, of 201 truants in the New York schools, of the relation of the daily press to crime and of "art" magazines to crime, and of a questionnaire on causes of crime submitted to 3,000 prominent citizens in New York State.

The merit of this or that individual study may be a matter of dispute but the merit of the nine studies in toto is not to be questioned. The study of one of the urban areas, the East Side, is not complete but the study of Red Hook, an isolated section in Brooklyn, is illuminating, especially with reference to juvenile delinquency. We are reminded again that crime is not a problem apart but is matted into a hundred other forms of social abnormality. In each of the several reports it is brought to our attention that there is no one cause of crime. With special reference to the individual studies of 145 offenders we read:

> In every case studied there are many causative factors—bad or broken homes, poor neighborhoods, difficulties in schools, drunkenness, feeblemindedness, poverty, mental abnormalities, low moral standards and other factors that might result in anti-social conduct.

A companion conclusion, which ought to be common knowledge—but which the vindictivists never concede—is that treatment must be individual. The governor of the small eastern state admitted to me that treatment must relate to individuals and not masses, yet he was for passing a law that automatically sends an offender to prison for life on the fourth offense, taking no account of the whys and wherefores or the complexities involved. That is the easiest way out. To raise questions and delve into causes takes time and gums up the machinery. The vindictivist has no patience with such delays. He calls it sentimentality. His weakness lies in not being able to distinguish between maudlin sentiment and critical investigation.

The report of the Sub-commission on the Causes of Crime is neither sentimental nor vindictive. Nor does it claim to be a final answer. It is trying to raise some of the fundamental issues in the administration of justice. It insists that passing law is alone no cure for crime because crime involves a total situation only part of which is recog-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

nized by the law. We need to understand this total situation before we can formulate a constructive program of treatment. Significantly the report points out:

> The time has come for clear thinking regarding the aims of our corrective system. If the only aim of society is to inflict vengeance upon law-breakers, then the more mandatory laws that can be enacted the better it will be. If vengeance is the sole aim, then probation, the indeterminate sentence and parole should be abolished, and the state should begin to build more prisons. But, if the aim is the protection of society and the reformation of the offender, mass treatment of offenders should be done away with and individual treatment substituted. Mandatory laws which fix penalties for specific offenses or limit the power of the judges should be enacted only as emergency measures.

The Sub-commission took up in one study the relation of the daily press and crime. The conclusion is a condemnation of tabloid journalism not only for giving false notions about "crime waves" but for overstimulating people by parading the details of certain colorful cases. The conclusion goes on in a guarded way to say that if there is no other means of avoiding the unwholesome psychological effects of the "new yellow journalism" we might have to resort to censorship. I would like to see this study of newspapers carried on, because the censorship proposal might eventually grieve us. On the other hand, if we refrain from censorship, how are we going to get on with the malicious methods of the tabloids? Then there are the off-color "art" magazines, snappy story magazines and hot-stuff publications. Certainly all of this stuff is linked up with the crime problem.

I HAVE heard criticism of the study of the 3,000 questionnaires on the causes of crime sent to representative groups of clergymen, judges, lawyers, business men, teachers, and others in the state of New York. Twenty-six of the popularly conceived causes of crime were named and the object was to get these men to number the causes in the order of their importance. The most popular cause named was "bad companionship," the second was "declining respect for authority," and the twenty-sixth was "capital punishment and severe prison sentences." Except for satisfying the proponents of the questionnaire method, the money spent on this study was wasted, as the Sub-commission admits. It adds, however, "As a means of illustrating the rather wide disparity of opinion among intelligent people and of showing the guesses that are made, as well as the prejudices that exist, this questionnaire serves a very admirable purpose." The object of the Sub-commission was to take stock of the snap-judgments that get quoted in the papers and help form public opinion on the matter of crime. These same opinions that the average man holds constitute the background of much of our law-making. The argument of the Sub-commission is that law should grow out of careful fact-finding and not out of points of view of individuals who may have no other information than their convictions—as for example, the laws against teaching evolution.

The study of the causes of crime will go on another year, which is as it should be. Six months digging into the problem has only stripped the surface. The real ore is under the grass roots and another twelve months ought to bring no little of it to the top. The relation of crime to the various commercialized amusements in the great city needs to be studied. How about the movie and the vodie, and what about the amusement parks and the chop suey joints? Broadway itself would be a real study in causes.

© New York World

You Can Count On Him

What does Broadway mean to the country in general and New York in particular? And what is Broadway doing to the bright-light hounds that hover about it, and where do we get in the study of crime without taking the white-light hounds of Broadway into consideration?

The press got all het up over the gang situation in Red Hook as reported by the Sub-commission on Causes. More than seventy juvenile gangs were located. The leaders of Red Hook didn't like it. Some of them said that Governor Al Smith's Crime Commission was anti-Catholic. That, of course, is a droll conclusion but it shows how touchy a subject the gang problem is. These juvenile gangs are called schools of crime from which the real criminal gangsters graduate. That raises a lot of questions about the adult gangs, the kind of gangs that are putting Chicago on the map. This is a field the Sub-commission on Causes could explore with profit. What is the relation between the entrenched gang and democracy in the city? The gang in its essence is a denial of democracy and yet it seems that the gang is here to stay. By studying the gang could we find some elements in its make-up that might be utilized in its control?

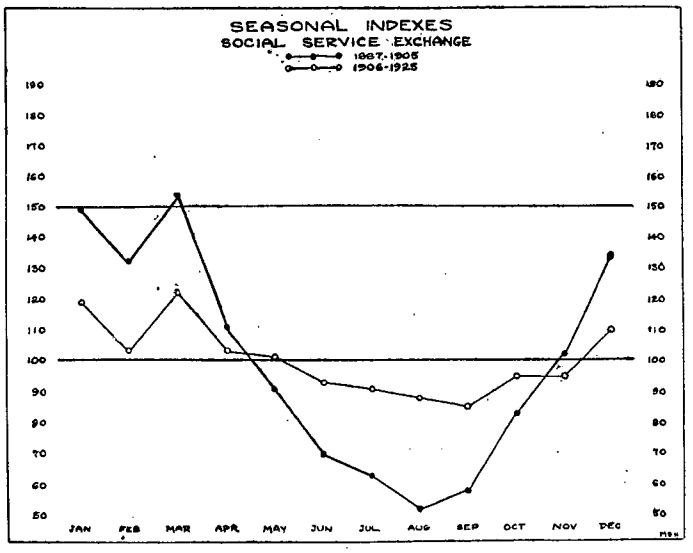
Then there is this matter of the movement of criminals from area to area in the city as they are identified with this or another form of crime. Just as the hobo on coming to New York finds his way to the Bowery or as the rising artist finds Greenwich Village, so the criminal finds his area. Why not study these areas, and while we are about it why not study the movements of offenders as they hop from city to city? This is a subject on which certain branches of the police departments are posted, but the study needs more delving and wider knowledge.

The real value of the initial report of the Sub-commission on Causes is that it is a gesture in the right direction. Its procedure is scientifically sound. It didn't start out knowing what the causes were. It started with only an open mind, recognizing that crime is but a single manifestation of a larger problem. Its task is to define the connection between crime and these many other social maladjustments.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

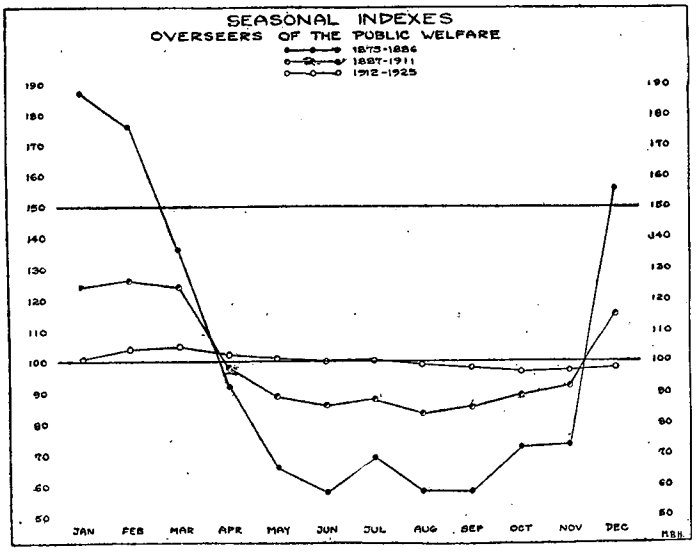
Stabilizing Dependency?

By Maurice B. Hexter



THE writer has recently been concerned with an attempt to establish for the city of Boston a dependency index running back, month by month, to 1875. In the construction of that index, it became important to eliminate the seasonal variation in the monthly data. The two accompanying charts show the distinct changes in seasonal variations which took place during the past half century.

The first chart concerns the Social Service Exchange. It will be readily noted that in the epoch 1887-1905 the range over which the seasonal index varies is vastly larger than the range of the seasonal index for the epoch 1906-1925. This change is noticeable to an even larger degree in the second chart, concerning the Overseers of Public Welfare, which gives three epochs covering the period 1875-1925—



1875-1886; 1887-1911; 1912-1925. Notice on this chart that the seasonal index for the first epoch ranges from a maximum of 190 through a minimum of 58; the second epoch, from a maximum of 126 through a minimum of 82; while it is extremely interesting to see the very modest variation of the seasonal index of the latest epoch, in which the maximum is 105 and the minimum 98.

It is plain from these two charts that the seasonal feature in social case-work has been progressively less prominent. Among the reasons for this fundamental change unquestionably must be placed the changing feature of seasonal unemployment. Unemployment itself does not play so prominent a part in the total case-load as formerly; and, seasonal unemployment has been greatly brought under control despite the large part which it still plays. Another important reason for this decline in variation due to the round of seasons, is unquestionably the change in our concept of case-treatment. In earlier years a case would be discharged after emergency relief of any sort had been provided. That method no longer prevails. Even though a case comes because of emergency, it is carried by the case-working agency until all of the family necessities which modern case-treatment discloses have been remedied. These charts depict graphically this change in the philosophy of case-working agencies.

What Social Workers Do

TO find out not what social workers might do, or ought to do, but exactly what they are doing in some of the more usual types of positions is the object of the job analysis which Louise Odencrantz has been conducting during the past year for the American Association of Social Workers. Such job analyses have been used increasingly in industry and commerce, and occasionally in some of the professional fields. They have been found to serve as a basis for determining the necessary qualifications for a position, ensuring better selection, fewer misfits, less turnover; as a basis for working out training methods, increasing stability, general efficiency, earning power and the happiness and adjustment of the worker; and as a basis for salary grading and organized methods of promotion, eliminating the many injustices and misunderstandings which arise when these policies are left to chance and the whims of a supervisor. Would they not be enlightening also in the nascent profession of social work?

Although she confronted a certain amount of frank scepticism as to whether or not such a device could be used at all in a field which deals with intangible human relations and has evolved comparatively few standards and criteria for evaluating its results, Miss Odencrantz has worked out job analyses for the visitor, district supervisor, case supervisor, and general secretary in the field of family social work; for the medical social worker, chief and staff, in the social service department of a clinic or hospital; and for the psychiatric social worker. The series will make a fat pamphlet to be published by the Association early in the summer.

The analysis of the district secretary, for example, giving a composite picture of the work of such an individual in some sixteen family agencies, covers ten pages in single-spaced typewriting, defining the objectives of the office, its duties and responsibilities, the requirements and qualities of the worker essential for an efficient performance, and the working conditions which generally obtain. The significant part of a study such as this is its analysis of the actual processes of the job—in this case of the responsibilities of the district supervisor in supervising the case-load of the office, possibly carrying some cases herself; in raising funds, directing and training workers, supervising volunteers and clerical personnel, maintaining relations with the central office of the agency and with the community itself. Time

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

studies carried through a month in four organizations showed that about 24 per cent of the supervisor's time was taken by consultations with staff, students, volunteers and committee members; 14 per cent by telephone calls with clients or re clients; 5 per cent with dictation re cases; 15 per cent by record-keeping; 20 per cent by clerical work—"mail, reports, appeals, statistics, accounts, planning day-book entries, and miscellaneous;" 11 per cent by conferences and committees outside the office and attendance at classes and lectures; and 11 per cent by case-work in the field.

It will be of interest both to organizations and social workers to find that the minimum age for district supervisors was found to be 24 years; that salaries ranged from a minimum of $125-$175 a month to a maximum of $150-$275, while $150-$175 was the usual amount; that there was usually a vacation of four weeks or a month, with various additional allowances for sick leave; and that, though the official working-day was seven hours in all cases, the time studies in four agencies showed an average of from 7 hours 28 minutes in one, to 9 hours 4 minutes in another; that annual turn-over in district-secretary positions was estimated at not more than 25 per cent.

Commenting on the whole study at the May meeting of the Association, Miss Odencrantz declared:

As happens in the development of any new movement, interest has been centered primarily upon the formulation of the ideals and objectives of social work, the development of effective methods of technique, of a necessary body of knowledge, and of standards of preparation and training.

How about the worker back of the job? Those who have been active in efforts to advance the understanding and acceptance of social work objectives and methods and to develop technique out of vague conditions, have been enjoying the compensations that come to the pioneer who pushes into unknown territory and breaks soil. But we are beginning to pass out of this pioneering stage, and the profession calls for an increasing proportion of workers whose essential task is the intelligent, conscientious and enthusiastic application of those methods. There will always be a bit of the pioneer's compensation left, but now large numbers are entering the field for the carrying on of everyday work—new workers who may choose this particular profession from among other professions offering equal opportunity for rendering services to society. In return for thoughtful, interested and faithful service, they may well ask for the compensations which they might expect in other professions, an opportunity for lives of their own, with recreation, leisure, self-development, and the material compensations considered as the essential minimum for a professional worker.

This is especially important in a field such as social work, where a primary factor for effective results is the contribution of the worker from his own vision, philosophy, and outlook, all colored by his own background and experience and his present adjustment and well-being.

Pennsylvania's Prisons

"INDESCRIBABLE" is the epithet used by Ellen C. Potter, the retiring secretary of the Pennsylvania Department of Welfare, to characterize the conditions which obtained at the Eastern State Penitentiary in the early months of 1923. "With hootch freely for sale, even manufactured within the institution; with dope easily available; with the women's section of the prison a brothel, with the building itself infested with filth and vermin, there were no lower depths to which it could sink," Dr. Potter told the Pennsylvania and All-Philadelphia Conferences of Social Work.

The control of the institution itself was actually in the hands of the "Four Horsemen," four convicts running the institution in their own interest and that of some of the prison officers. While license and gross depravity were rampant at the eastern end of the state, at the central and western penitentiaries there was the hard-boiled type of utter restraint, with shackles, dungeons, "solitary," and mental torture, resulting in equally marked depravity and deterioration of the prisoners. No industrial, recreational, educational, or spiritual program was under way in these institutions.

In the past four years the remarkable renascence which characterized all the state institutions and social programs of Pennsylvania during the administration of Governor Pinchot has no more striking results to report than those of the prisons. Now the buildings are clean, though still antiquated and overcrowded. Thanks to the help of outside experts and the energy and courage of members of the staff, notably Colonel John C. Groome and Warden Stanley P. Ashe, Pennsylvania has today a group of prisons and reformatories whose administration is second to none in the United States. More than 92 per cent of the inmates are employed either in welfare industries, handicrafts or in the domestic work of the institution, with compensation. The Department committed itself at the outset to the policy of conducting prison industries on a self-supporting basis, for training in the trades, and in such a manner as to minimize competition with the free manufacturer and organized labor. The operation of the industries has not cost the taxpayers a penny; during the past four years, on the contrary, approximately $200,000 of net earnings went back into them for capital outlay.

The credo of the Department which put through this far-seeing reorganization, and similar pieces of work for the other state institutions—hospitals, almshouses, children's homes—and for state policies in the various social fields, was summarized by Dr. Potter: to develop and strengthen local responsibility for local social welfare; to improve standards by an educational process, not by police methods of compulsion; to keep the Department of Welfare out of politics and put state charities on a sound social basis; to give a business-like administration of the Department; to take official action only on the basis of assembled facts and to add, insofar as was possible, to the sum of these facts by social research; to ascertain existing legal powers, administer with discretion, and ascertain the points at which the laws relating to social welfare needed strengthening.

"Perhaps the biggest hit we made with the public," Dr. Potter commented, "was our habit of sending a reply to letters of inquiry within twenty-four hours."

NO SECTION of the reports of the Subcommission on Causes of the New York Crime Commission (reviewed in the preceding pages) aroused more interest and controversy than that dealing with a Brooklyn area where chances for legitimate fun were few and youthful delinquencies were many. The picture illustrating that article is taken from a report of the Boys' Club in Worcester, Mass., organized to meet just such needs as those which have been largely overlooked in Red Hook. The Worcester Club has 5,000 members, not hand-picked but the run of the city, forming a considerable proportion of all boys in Worcester *likely* to get into trouble. Yet while the names of more than 900 boys appeared on the police blotters for the year ending June 1, 1926, only 34 Boys' Club members were among them. Swimming, wrestling, basketball, all preceded by careful physical examination to find and correct physical defects, give healthful outlet for the boyish energies.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

The Workers Recapture Their Tools

By ROBERT W. BRUÈRE

THEY called it a Conference on the Elimination of Waste in Industry, these workers of the Central Labor Union and the Labor College of Philadelphia, who on April 9 and 10, reversing the traditional procedure, played hosts to a group of distinguished economists and management engineers. They had taken their cue, as The Survey has already reported (January 15, page 524), from the resolution of the Atlantic City convention of the American Federation of Labor opposing all wage reduction, but supplementing this stock declaration by urging upon management the elimination of waste in production in order that prices might be lowered while wages were increased and proffering labor's cooperation.

So stated, the program, in spite of President Green's ringing characterization of it as the "enunciation of a new era," seemed a simple and rather naïve extension of the stereotyped idea underlying ordinary collective bargaining over wages. Labor was promising to be good, to cut out ca'canny and waste, to increase the profits of the employer and share economies with the consumer, always however, with a main eye to increasing labor's share in the industrial income. Even so, this shifting of emphasis from the method of warfare to the method of "constructive" cooperation was a notable psychological achievement. But as developed by the spokesmen of the organized workers at Philadelphia, the program carried deeper and far subtler implications. What the workers are driving at, what they must drive at if they are to maintain their due functional status in industry, is not only an increased industrial income, but also the coordinate control with management of the new tools of large-scale machine production.

Critics of labor, and of organized labor particularly, never tire of berating the unions' restrictions upon output and their resistance to the introduction of new machinery and improved methods of production. They forget that the time was when employers defended brutally long hours and starvation wages on the ground that these were the conditions of holy living, since long hours left little time for mischief and low wages kept indulgence in worldly pleasures beyond the workers' purse. What was there for the workers to do but to fight for the right to live decently? And they forget that workers, being human, want something more than food and sleep out of life. They want the joy of conscious creation.

Every craft union was primarily organized to conserve the skill of its craft, through which in the days of the guilds the master workmen, from cobblers like Hans Sachs to the silversmiths who had their shrines in cathedrals, held honor in their communities. Machinery as first introduced smashed the great guilds and made naught of craft pride. What mysteries of his trade the individual skilled workman snatched out of the wreckage, the first scientific managers took from him by job analyses and time studies, vainly trying to console him with bonuses and other purely financial incentives. He was denied a voice in management, and so denied direct access to the characteristic tools of modern production—planning, routing, cost accounting, the techniques by which the infinitesimally divided operations of a mass production factory are integrated into a single inclusive operation.

That is the fundamental cause of labor unrest. Union-management cooperation centers upon techniques, improved methods—tactfully called the elimination of waste. Enlightened managers are seeing that sharing in the creative processes of industry is indepensable not only to maximum production but also to the self-respect and intellectual vitality of labor. The best papers presented at the Philadelphia conference were read by local labor leaders who were masters of the new techniques and were eagerly putting their technical skill at the service of industries in the perfection of which they took pride.

THE opening address by Gustave Geiges, president of Local No. 706 of the Full Fashioned Hosiery Workers, was a revelation of the quality of the new leadership. The speaker had gone to work as a knitter when he was not quite fourteen and for nineteen years had worked at his trade. For ten years he had served as business representative of the Knitters' Union. During these years he had been "constantly engaged in the study of the technical problems of our industry." Why did he consider the elimination of waste the most important problem facing the industry and why did it so deeply concern the organized workers?

The full fashioned hosiery workers are paid on a piece price basis. What they are able to earn depends upon the quality of the raw material, the condition of their machines, the efficiency of management, their own alertness and skill. If the raw material is poor, threads will break, production will be delayed, sales will be curtailed, "because the successful merchandising of silk stockings depends upon the reputation for quality which the manufacturer or merchant is able to establish." The full fashioned machine is highly complicated and unless its fifty thousand parts are in perfect order both production and quality will suffer. The adjustment of all these parts is so delicate that a sudden change in temperature may cause the machine to produce poor work. Inefficient management entails losses to the workers which they cannot afford. Simple carelessness or inattention or lack of training on the part of the workers are the "third most common cause of bad work." The union protects its members against unequal treatment but "it does not oppress the employers by trying to protect the individual against the consequences of his own inability or improper

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

conduct. No more glaring example of waste could be cited than that of keeping incompetents at jobs they are not fitted for." The union, he urged, must win increased benefits for its members by "making the services our members render to the industry so invaluable that the industry will be bound to recognize the need for encouraging this improved service."

The same theme was developed by William H. McHugh, vice-president of the Printing Pressmen and Assistants' Union. Why should unions associate themselves with employers in the elimination of waste? he asked. Because "we want a union shop to be the most efficient." He cited the case of a company that manufactures manifold books, the most poorly organized branch of the industry because it employs little skilled labor. Fourteen years ago it was unionized.

The general manager himself stated to our union convention that under the forty-four-hour week and with wages higher than any competitor, they could outbid any other company. This company is the largest of its kind in America. Not wages alone, but pride of craftsmanship, mastery of the newer techniques. We have just established the highest wage scale in America ($6.50 a day) in the newspaper pressrooms of New York City. The publishers said they were glad to agree to it because of the increased efficiency resulting from cooperation between the union and the employer.

The union operates the largest apprentice school in the world, with $400,000 invested in printing machinery. The school not only trains apprentices but also gives journeymen an opportunity to keep abreast of their industry. The engineering department of the school examines 640 daily newspapers.

If a defect continues from day to day, two identical letters are sent, one to the foreman of the pressroom, the other to the manager of the paper. We describe the defect and make suggestions as to how to remedy it. If necessary, we send an engineer to that city to help remedy it. This is a service from the union to the employer, and it is absolutely free. It is to our interest to make that paper the best printed paper in the city.

© New York World

"Y' know, Bill, sometimes I wonder myself how any work ever gets finished."

In similar vein, the engineers and economists addressed these trade unionists, although they themselves afterward agreed that they had not given equally adequate expression to the quality of the scientific spirit which is transforming industrial relations. The newspapers that commented upon the conference featured the "new attitude of labor."

The new attitude of the scientific managers was equally impressive. In advocating joint committees for job-analysis, for example, a member of the Taylor Society referred to such committees in open shop establishments functioning as subsidiaries of company unions. "I wish to be fair to company unions," he said.

I think they have some merit in the experience of parliamentary and conference procedure they are giving to the workers. But as a means of giving the worker an actual voice in determining the conditions under which he will work, and a sense of initiative in improvements, they are inadequate.... The joint-job-analysis committee in any industrial establishment needs the reenforcing strength of the workers' regular trade union.

This changed attitude upon the part of management is making it possible for the unions effectively to change theirs. As President Green of the American Federation of Labor pointed out, while there was a time when working people were principally preoccupied with bettering wages and shortening hours, it was management also that limited joint discussions to these questions. "If the workers suggested changes or improvements in methods or processes as an argument in favor of higher wages, such suggestions were resented as intrusions upon the prerogatives of management." If this spirit of accommodation and cooperation on the part of both organized labor and management prevails and becomes dominant in American life, this conference on the elimination of waste will justify its editorial characterization by the Evening Public Ledger of Philadelphia as the beginning of a new industrial epoch.

From Factory to Campus

WHEN Susan went from the collar factory to the Bryn Mawr Summer School for Women Workers in Industry, she took with her a quick mind, boundless energy and a driving ambition to find out "why everything is just like it is and why I am here." Those Summer School students who hungered for "a regular education" were urged and helped to go on to high school or college instead of returning to their jobs. Susan went to the university, which was willing to make a place for her in spite of her scanty preparation, ready to make the best of the handicaps of limited funds and irregular education. But when Susan's letters began to come back to them, those who had made college possible for Susan were surprised and a little shocked to find that poverty and academic conditions were the least difficult of the hurdles the girl faced.

Susan herself, possessed of a clear, flexible mind, was able to view herself and her situation with amazing detachment. And Susan saw, and made her mentors see, that the intelligent factory girl who, inspired by workers' education classes, goes after "a regular education" by the orthodox college route is hurt and baffled and, on occasion, defeated by the gulf between herself and her associates in background, tradition, and social standards. Difference in manners, not difference in spending-money and academic training, is the stumbling block to a workable adjustment and the more sensitive and clear-sighted the girl, the larger it looms.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

These extracts from Susan's letters describe the girl's reactions to the unfamiliar campus world during her brief university career:

I must write and tell you what I am doing in the way of preparing myself for my big adventure. When I reached home after the school, I expected to find all my friends enthusiastic about my plans, and marveling at the big opportunity I am having. But sad disappointment, such as you predicted to all Bryn Mawr Summer School students, soon came over me. I have never seen such a bunch of crepe-hangers in my life as my friends are turning out to be.

One tells me that I am plump crazy to attempt such a thing at my age as to go after a regular education. Another tells me I will never live through it. A third asks me what I will do with it when I get it. Some say, "Look at all the money you could be making in all these years." Of course they all have their minds made up that I am a little bit queer, yet so far no one has been able to take the starch out of me or discourage me in any way. All my life I have wanted two things: an education and a wardrobe trunk. It looks as if now I was going to get the education and maybe I can earn enough for the trunk. . . .

There are so many things that I want to tell you about the college that I don't know where to begin. I'm afraid I'll do what my English teacher calls "digression" or something. Now, you see here is where the trouble is. Everybody is awfully nice to me. No, that is not the trouble—that just shows the trouble up. Now I like for people to be nice to me but—and now this is what the trouble is—I never know what to do. When I'm introduced I never know what to say, and I don't know how to introduce people, and I'm sure I make mistakes at the table. But how in the world am I going to know just what to do? I certainly don't intend to sit and watch somebody else at the table, but I'd like to know before I go to the table. I saw a book one time on etiquette, but it just told about things that don't concern me—balls, banquets and weddings. If I could just find a book that would tell me how to get through a plain dinner of beans, meat and potatoes and dessert, without being embarrassed, I wouldn't worry about the balls. . . .

The girls all have evening dresses but me. There is to be a reception on Tuesday night and they will wear them. I am not going. There is a big dance here every few weeks. Of course I came here to study, but so did everyone else, and they think of those things a lot. . . .

I have read a lot since I came here. I have read Dante's Inferno, Knut Hamsun's Hunger and Pain and the Life of Knut Hamsun, and Yeat's Land of Heart's Desire; also articles in The Atlantic Monthly and The Century. . . .

What do people do at dances when they don't dance? And what do they do at receptions? I have never been to one, you know. Of course I want an education more than anything else, but maybe I'd be making a mistake not to go to anything but classes. But I'd rather not, almost, because I can't study when I'm trying to get over being embarrassed at some blunder I've made. . . .

I have talked with the head of the history department. I wanted to take a course which is something like Well's Outline of History. He wanted to know just what kind of history I wanted and I told him I wanted the kind of history that started at the very beginning of everything and told all the whys of everything. He wanted to know just what I meant, and I said, "I want to study a course that will finally tell me so I can understand it, why everything is just like it is now and why I am here and why I am doing what I am and answer all the whys I can possibly think of about everything." He liked that. I kept talking with him and I think he is going to let me take that course. . . .

Sometimes all these books and all the advice I get confuse me. It seems to me that I'll never fit in as long as I try to take the regular course. If I had gone to high school with the others, then I might fit into the regular course and get a degree. But I don't want to work for a degree. I want to make myself into a person who can study and learn and get an education without a thought of a degree. And I can do it if I have the chance. . . .

There was a meeting of the athletic association this afternoon, with a lot of yelling for the football team. Everybody stood up and yelled but I didn't. I didn't see any sense to it. After the meeting they asked me to write an article on athletics for the magazine here, but I told them I didn't know enough to do it. I told them I thought they ought not to spend so much on the football team, when really the weaker students need the exercise twice as much. . . .

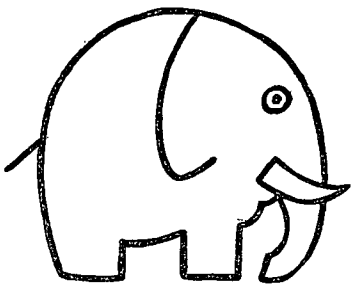
I have been out in the woods today to look at the colors on the trees. Honestly, I don't think I ever saw autumn before. I had no idea all this was happening. You know I have always just looked out the factory windows at a red brick wall and I didn't realize what was going on. I stood in the woods and thought of all the girls who worked with me in the factory and I have never been so unhappy before. I cried and cried. It isn't fair that some of us should be able to see this and that other people should never have a chance to see beautiful things.

AN EXPERIMENT in race relations, begun in a small way two years ago, will be part of the Summer School for Workers in Industry at the University of Wisconsin. Each Negro girl enrolling for the six-weeks course in English, economics and physical education for "girls who work with the tools of trade" will be offered the choice of living in a Negro home known to the University as a satisfactory boarding-place, or in a campus house in which girls of both races live on an equal footing. A centrally located house with accommodations for twenty girls has been secured. It has two connecting living-rooms, suitable for general meetings, and will provide a center for the entire industrial group. A University Y.W.C.A. secretary will act as chaperone. The white residents will be those who, before coming to the school, signify their desire to take a part in this inter-racial experiment.

A STUDY of working children in Missouri carried out by the National Child Labor Committee and the Missouri Women's Legislative Committee, shows greater hardships for young workers who do "part-time work" outside school hours than to children who leave school to take full-time jobs. According to this study, which was confined to the smaller cities and towns "since the larger cities usually have vocational guidance departments, full time attendance officers, etc.," 58.2 per cent of the 165 full-time workers were 15 years of age, 6 per cent were 13 or less. Over 80 per cent of these full-time workers were engaged in factory work, farm work, housework, clerical, delivery or driving and hauling occupations. There were 673 part-time workers, with an average age of 12.7. One-fifth of these children worked 20 or more hours a week on their jobs, 12.3 per cent worked 25 hours or more and nearly 8 per cent worked 30 hours or more. Nearly 9 per cent of the children had a seven-day week, with an average work time of 22.9 hours. This occupied time makes no allowance for school work or home chores. On school days, 232 worked before school, 27 at noon, 493 after school, 67 after 7 P.M. Of those who worked at night, 58.7 per cent worked more than the two hours permitted under the Missouri law. Almost one-fourth of the part-time children had at least one day in the week more than 8 hours long. More than two-fifths worked 12 or more hours on that day. Four children had a 17-hour work day at the end of their week. Of this group 4.9 per cent were accelerated in school, 58.8 per cent normal and 36.3 retarded. The report points out two fundamental needs in the child labor situation in Missouri: "One is a tightening up on the enforcement machinery, particularly with respect to the granting of work permits. . . . The other is that more adequate protection be provided in the law."

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

COOPERATIVE PRIMER



The Elephant and The Owl

Portraits, groups, landscapes and animals by F. H. Brosius

Said the elephant to the owl:
"Pray tell me what you think
About our shoes and stockings
Our food and clothes and drink."

Said the owl to the elephant:
"I've thought for many a year
That why we do the things we do
Is not so very clear."

LESSON ONE: THE WELFARE OF ALL OF US DEPENDS ON BUSINESS

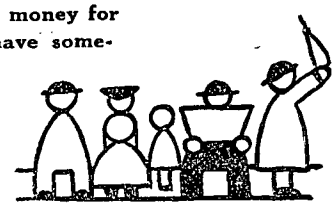
Business is the way we make our living. There are other names for business. You can call it "Production of the Necessities of Life." You can call it "the Economic Basis of Civilization." You can call it

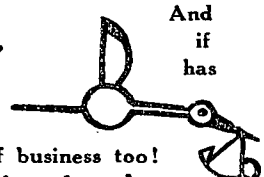
an invention of the devil. But you have got to get a living somehow. All your neighbors have got to get a living.

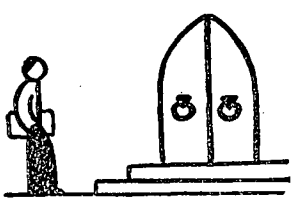
So has Boston.
And Florida.
And Mr. Ford.

And all of us mixed up together getting our livings is what is called business organization.

Now until we have the money for tonight's dinner and have something for the landlady, we don't go to the movies. Nor try to send Johnny to college. Nor pay the doctor's bills. But Johnny and the doctor's bill don't come on a silver platter. And the movies don't come on a silver platter either. You have got to get them all out of business. And you have got to get the chance to go fishing out of business. And if what's more, Johnny has a brother, he's got to come out of business too! Human welfare depends pretty directly on business, now, doesn't it?

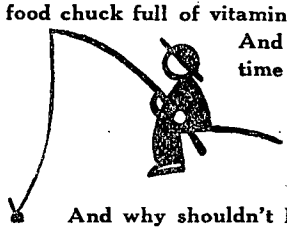






LESSON TWO: THE AIM OF BUSINESS IS HUMAN WELFARE

Business is our way of making a living. But what do we make a living for, anyway? Why, for kodaks. And kids. And an apartment in the Bronx. And when we get 'em, still we're not satisfied. We want GOOD shoes, with leather soles. And food chuck full of vitamines (whatever they are).



And the kind of job that leaves time to go fishing. And to practice on the saxaphone. That's what you want, isn't it? And why in thunder shouldn't you have 'em?

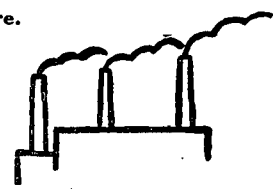
And why shouldn't EVERYONE have 'em?

You can call it Cooperation. Or you can call it Common Sense. But what other aim could this business of making a living have than HUMAN WELFARE?

LESSON THREE: BUSINESS; OF COURSE, BUT NOT PRIVATE PROFIT

Our welfare depends on the way we collectively make our livings or as we say, on business. The Aim of Business is human welfare.

What other motive has Business? Private Profit.



Does Private Profit exclude the idea of human welfare? It has sometimes appeared to. Does human welfare exclude the motive of private profit? Only when private profit takes the place of human welfare as the aim of industry.

Can we run business without private profit? We can. Then what advantage has private profit? Not much— to most of us. Have we not come to a RATHER RADICAL conclusion? Radical Conclusion: Human welfare rather than the Aim of Private profit is Business.

The Consumers Cooperative Services of New York run several successful restaurants, a food shop, members' libraries, a laundry, and plan a theatre for next year. Between times, its staff has started the Owl and Elephant Series, in the belief that controversial economic issues can be more clearly stated and argued with gay, good humored simplicity than by a bombardment of large words and passionate oratory. Through the courtesy of the organization, we here reproduce the text and illustrations of the first "volume" of the series.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

EDUCATION

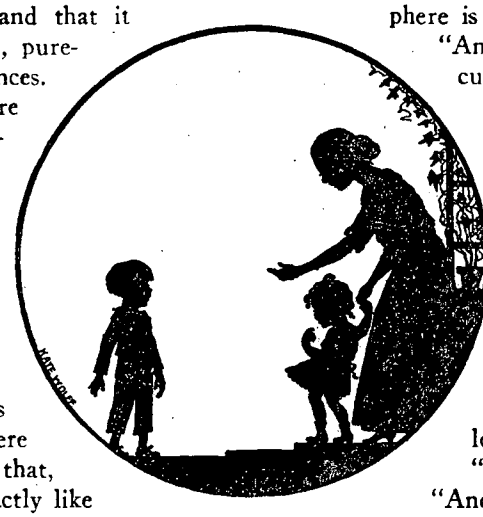
A Note on the New Puritanism

By GERTRUDE DIAMANT

Silhouette, drawn by Kate Wolfe, courtesy Hebrew Sheltering Guardian Society, New York

AMONG its other discoveries in the field of intensive chemistry, our twentieth century has discovered the child. It is true that the earliest researches concerning the child—the layman's name for a very intricate arrangement of protoplasm—were made as far back as the eighteenth century. But it is only within recent years that this branch of science has developed its elaborate paraphernalia of intelligence tests, experimental schools, rural surveys, correlation charts, classification clinics, and pithecanthropoid researches. With the result that, as in all well-bred sciences, the chemical under question has received due analysis into its component instincts, repressions, inhibitions, and what-nots.

It matters little that investigators may quarrel over the presence or absence of some of the elements—instincts, by way of example. Or that, according to the tradition in adolescent sciences, there has been the customary cleavage into schools. The important point is that we actually have this new science in our midst, and that it is something of a bastard in the staid, pure-blooded company of the other sciences. For, dealing with a human and therefore slighty incalculable substance, it is trying to hide the cloven hoof in the most orthodox scientific buskins; and strutting around before a backdrop which is made by putting graphs and charts and Binet tests together in an impressive mosaic.



And the net result is that we realize that the child is not merely a grotesque and diminutive copy of its elders: it is a child, *sui generis*. Granted! Yet where in all the canons of logic does it follow that, because the child is not in all ways exactly like its elders, it is, therefore, something entirely different?

"But you misunderstand," comes by way of protest from one of a group of charming mothers, who, thanks to the "reasonableness" of their experimentally-schooled one-offspring-each, have never lost their schoolgirl complexions. "While I realize that Bobby is a *child,* I do not say that he cannot reason as a grown-up can. In that respect, we have found that a child does resemble its elders. For instance, if Bobby keeps opening and shutting the ice-box door for no good reason whatsoever, every time we let him come into the kitchen, I appeal to his reasoning ability. I point out to him that ice melts, that. . . ."

"But suppose Bobby doesn't care if ice has that limitation? Why shouldn't he open the ice-box door for no good reason whatsoever?"

I am treated to a long look of horror.

"Do you mean, then, that to assert his—how shall I say?—his childhood, Bobby should make a point of approaching the ice-box every day at a given time, and deliberately open and shut the door?"

"No, I waive the ice-box door, since you reduce it to absurdity. It is only a symbol, anyway. Yet isn't it the symbol of all the joyously-unreasonable, wilfully-wicked things that we forbid Bobby to indulge in, simply because he is a child, whose lot is cast in this age of infant philosophers? And isn't it necessary for the welfare of his soul that he should, now and then, be permitted to be wilfully-wicked?"

By this time the clamor is too loud to hear any consecutive statements.

"Pure rhetoric . . . nonsense . . . if *you* had a child . . . who has souls nowadays?"

From which one cold question emerges when the atmosphere is calm again:

"And do you recommend that we actually cultivate this . . . er . . . wilful-wickedness in our children? This unreasonableness, in other words?"

"And why not? Think of all the unreasonable things *you* do, for which no one can criticize you, simply because you are a grown-up."

"Ha . . . unreasonable!"

"Precisely. Is it reasonable to wear sheer stockings in mid-winter, stay out until two at night, and lay a film of powdered talc over a very lovely cheek every few hours?"

"It's reasonable.. for *me.*"

"And there's the rub! How do you know that opening the shiny ice-box door for no good reason whatsoever, is not a highly reasonable procedure for Bobby?"

"Why . . . why . . ." It is too obviously ridiculous.

"But I thought," someone interpolates slyly, "that you wanted Bobby to be unreasonable?"

There is a challenging pause.

"Oh well. . . ." Then I have a bright idea. "It *is* bewildering, I admit. Now wouldn't it be better if we called *all* our behavior unreasonable, and so avoided all confusion?"

"How quaint!" with great irony.

"Now in applying this criterion of reasonableness to your children, aren't you expecting a greater degree of perfectibility in children than any other class of the human race has ever attained, or ever will attain? The child, you

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

say, is not a grown-up. And with remarkable insight into the one and only way to emphasize the difference, you proceed to insist on the child's perfectibility."

This impressive speech gives them pause. I take advantage of the silence with another flow of verbiage. I adopt the historical method.

Haven't we with us again, I point out, the well-known perfectibility of the human race, making its usual "positively last appearance"? Only this time it has changed its tactics. This disease, which waited formerly to attack the young idea until it was well into its twenties (when immunity could usually be developed), is now making its insidious advances into the very nurseries of our nation. It is undermining the future manhood of both sexes. It is preparing for us a generation of latter-day Puritans, who, having been trained in their angel infancy never to open an ice-box door with malice aforethought, never to tear books, or touch matches with intent to be burned, will grow up into a state of blessed and automatic saint-hood, and give the globe-trotting millenium a permanent home in these United States.

Lest this be taken for calamity howling, consider these questions from the circular of a child study association, submitted by the mothers themselves for the experts to ruminate over, and chosen because they have been found to be "most helpful."

1. What shall I do if both my children want the same toy at once?
2. How can I keep my boy from playing with matches?
3. How can I prevent my child from tearing the wall-paper?
4. My boy does not come the moment I call him. Ought I to require him to come at once?

Would it be indecent to counter, for question 1, that one should take care nowadays not to have two children? And for question 2, would it be too morbidly sensible to advise that the matches be put out of reach? But the answer to question 3 is instructive. Here is the plan of attack:

> What, precisely, are the sensations which your child derives from tearing the wall-paper? Does he derive pleasure from the tearing sensation which accompanies the act? Does he take pleasure in the sound of the tearing paper? Would tearing anything else furnish the same satisfaction? Or is he especially interested in tearing the wall-paper? To remedy this, why not give him a box filled with pebbles to play with, or something else that he can tear freely?

It will be seen that the solution lies in the well-known principle of substitution. It is really amazingly simple: The child is to receive all the sensations of tearing the wall-paper through a very simple mechanical toy. The auditory, visual and tactile effects will be the same, but ah!—how innocuous! Yet here an awful doubt arises: What is to be done if, after every solution has been tried, the child still insists on tearing the wall-paper, and nothing else? What if there is a dark, ineradicable, hitherto-unsuspected strain of paranoicism in this particular child? What if—and here one contemplates the awful abysses of human behavior—the pleasure of tearing the wall-paper is the pleasure of tearing the *wall-paper?*

From the brink of the precipice we reel back onto the firm, grateful ground of optimism. How much sweeter to contemplate that world we will live in, when the perfected generation grows up: when all shall prefer chocolate sundaes to cocktails; when little stuffed birds will occupy the trees to be shot at; when there will be lay figures for the urgent sex relations, and pipes for smoking soap bubbles instead of the filthy weed!

The Freedom of the Campus: An Undergraduate View

By DOUGLASS ORR

THE issues of free speech and the right of assembly have recently put the small, undergraduate Liberal Club of an obscure normal school at West Chester, Pennsylvania, on the front page of the press of the country. The thirty members of the club believe that the dismissal of two popular faculty members was due to their independence of thought and their support of the Liberal Club which accidentally came to the unfavorable notice of the local post of the American Legion, rather than to the stated reason, "faculty reorganization." Following its vigorous protest against the dismissal of Professor Kerlin and Professor Kinneman, the principal, Dr. Andrew Thomas Smith, forbade the Liberal Club to meet. The club refused to accept this ruling, held its usual meeting and made plans for further protest against the ousting of the two teachers. Dr. Smith next tried to censor the campus newspaper, but the student editor ran her own editorial, charging attempted suppression of opinion and tyrannical faculty control. Both the president of the Liberal Club and the editor of the paper expect to be "dismissed" before the close of the school year.

At Denver University the vice-president of the Thinkers' Club organized a debate between a clergyman and Judge Ben B. Lindsey on some phases of modern marriage. Five masked men kidnapped and flogged this student, and the next day kidnapped him again from the hospital.

Some weeks ago the student editor of a Kansas City, Missouri, Junior College paper was expelled for publishing a letter criticising the school authorities and for printing previously forbidden reviews of The Professor's House by Willa Cather, Ansky's Dybbuk and The Silver Stallion by Cabell. Even the school alumni joined in the campus protest against this action.

At the University of Nebraska the administration "advised" against a debate between army officers and civilians on compulsory training and, on another occasion, informed the University Y.M.C.A. that speakers known to have anti-R.O.T.C. records or to be otherwise opposed to administration policy would not be welcome on the campus.

Many such incidents are forcing student bodies to take a definite position on the issue of academic freedom. As expressed by the actions and statements of student groups and individuals, undergraduates are evolving for themselves, out of this coercion and repression, a sound and liberal philosophy of education.

It is true that student declarations of independence have not always issued from storm and battle. The New Student and the National Student Federation, for example, do

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

not represent protest movements. The assumption on which they were started was the right of undergraduates to discuss all phases of life, especially education, and their aim has always been to create and sustain interest in ideas and in student affairs, local, national and international. Similarly reports and critiques of campus activities and college curricula by student organizations and committees reveal an interest in educational processes and imply a right of students to review such matters [see The Survey, March 15, page 806]. On the other hand, magazines such as the Indiana Vagabond, and sheets like the Kansas Dove and the Nebraska Campus Review are protests against faculty censorship of "official" student newspapers, against the smothering of self-expression or merely against the standardization and intellectual vacuity of campus life.

Tacit or explicit in all of these is the assertion that students should be free to discuss controversial issues from their own point of view, to stimulate discussion of challenging problems, and, as one "independent journalist of campus opinion" puts it, to fight "the idea that students should not discuss their university and that all unpleasant controversies should be hushed up so that 'the people out in the state' will not know what is going on." In short, students wish to write and speak about what is in their minds, and to do so unrestricted by college authorities, patriotic societies or ultra-conventional fellow students.

In spite of some glaring exceptions, students do not want undisciplined license. Their plea is for self-imposed restraint. "The only requirements are that articles shall be as short as possible, written in acceptable English, and not in violation of the canons of good taste." These are the rules, with one requiring articles to be signed, of the Campus Review at Nebraska. This standard of good taste is important. Its violation invariably loses the offenders their following, but the discipline must be self-imposed.

A democratic society demands men and women with clear, active, trained minds. This implies a degree of freedom that will be attained only when the facts and theories of our social heritage and of contemporary institutions are accessible to students and when students are encouraged to think and to express themselves with fearless independence. This is fundamental for citizenship in a democracy.

Under such a scheme, a university would be not merely a fact-giving institution, but a place where ideas are exposed and rubbed down and polished off by coming in contact with other ideas and opinions. Viewpoints, theories, notions, no matter how tentative or "half-cracked" should be given a hearing. University atmosphere ought to be charged with ideas in conflict, faculty and students attacking, modifying, examining, defending ideas, as well as digging for facts.

Talk about "ideas in conflict" would probably seem an alien dialect on nine-tenths of our university and college campuses at present. A new idea is so rare in some institutions that it is little wonder that administrators view with alarm any evidence of independent thought.

The University of Georgia student body recently uncovered an attempt to get rid of the assistant secretary of the Y.M.C.A. because of his connection with the inter-racial commission and his supposed opposition to militarism. The campus paper in its comment fairly summed up American undergraduate opinion on academic freedom for students:

> The question at stake is: Will freedom of thought and expression be squelched right here in the university where thought is supposed to be fostered, where thinkers are welcome, where opinions are to be threshed out instead of suppressed—supposedly the center of progressive, new thought in the state? If it is, then we shall join Tennessee as the laughing stock of the world.

These recent incidents at state universities, colleges and the West Chester Normal School are the fundamental outcome of attempts to keep the administrative waters too well covered with oil. Their importance, however, is in showing that thinking students will fight for freedom of speech.

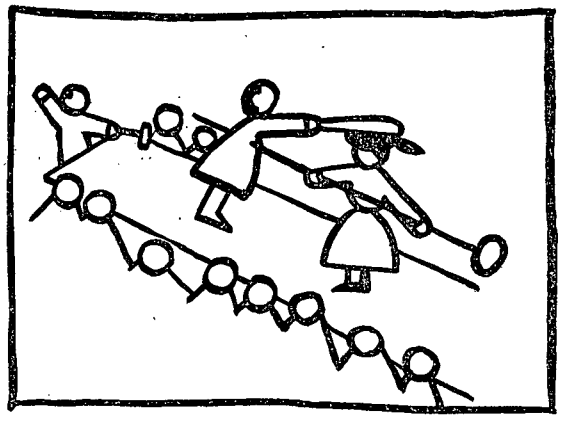
First Aid for Group Leaders

By GRACE COYLE

DURING the spring semester there was held at Columbia University under the joint auspices of the Inquiry and the Extension Department, a course in discussion leadership in which sixty-eight students, drawn largely from the social and religious agencies of New York, have been studying the process by which groups make up their minds.

Committees and conventions have come to be the great determiners of social effort and the individual opinions of many of us arise out of the interplay of experience in adult classes, forums and club meetings. In addition, the increasing size and extent of organizations have given their policies in many cases the impersonality of public questions as remote from the local member as the doings of the State Department. The demand for the course arose from the development among certain leaders and organization memberships of a realization of these facts and a critical interest in the "workings" of their groups.

Among the sixty-eight students were representatives of such agencies as the Girl Scouts, the Y.M.C.A., the Y.W.C.A., the Newman Club of Columbia, the Girls' Friendly Society, of seven institutional churches, four national church boards, the Child Study Association, the Heckscher Foundation, the League of Women Voters, the Amalgamated Clothing Workers and several others.



© Consumers Cooperative Services, Inc.
"The meeting is open for discussion"

Course materials were necessarily drawn from educational theory and social psychology. The situation that arises when an organization must take action in a tense racial controversy or adopt a policy on an international question or work out a budget involving relations to other groups calls for the

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

psychological approach. Emotional reactions, stereotyped attitudes, feuds and factions confront any leader, teacher or presiding officer who attempts to secure unbiased group consideration of all sides of any vital question. The chief concern of the two-hour class periods was with methods of meeting these and similar problems involved in group deliberation.

The class was divided into smaller sub-groups, led by members of the Inquiry staff, to consider such questions in terms of the individual responsibilities of the students. Thus executives and committees charged with engineering conferences talked over the use of experts, the purpose of steering committees and how to get at the actual interests of the constituency. A group of executives burdened with boards and committees threshed out the recurrent problems of committee functions and methods of presenting and transacting business. Several club leaders worked over the building of a club program, its bearing on overhead policies, the project method in such organizations and its relation to the aims of club and leader. There were four sub-groups of teachers and heads of clubs interested in international, family and religious questions and of several academic courses at Teachers' College in which students act as discussion leaders. These groups had a chance to deal concretely with problems of teaching informal, voluntary adult classes.

This division of the class into sub-groups involving a variety of situations, made evident the need for considering discussion as a part of continuing group life. Pauses for deliberation, either for individuals or for groups, occur only at junction points where a choice of routes must be made. Such points are integral parts of the group life where tradition, community conflict, organization politics and many other factors exert constant and active influence. They cannot be torn out of their setting and treated as isolated details.

Its sponsors hope that this course will stimulate similar experiments in other quarters. Techniques for analysing and guiding the group process are only beginning to emerge. Already, however, there is available data on how to increase participation in joint deliberation, on making discussion more discriminating and common decision sounder. The value of a course in group leadership is in distributing existing data and in stimulating further study of the group processes in which our highly organized modern life so constantly involves us.

Cooperative Reading

By EDNA PHILLIPS

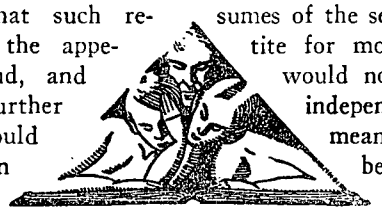
BOTH librarians and teachers who specialize in adult education for the foreign-born recognize the breadth of outlook gained by wide professional reading and the resulting benefit to their work. Both groups suffer from lack of time for such reading. They find that published book reviews help, but oral reviews by specialists on books dealing with the subjects of their specialty are peculiarly helpful in supplementing the exploring an individual can do.

Two groups in my state have concerned themselves with this problem. The Massachusetts Library Club appointed a Committee on Work with New Americans three years ago to promote the use of public libraries by the foreign-born and to improve the service for them. The Massachusetts Association of Americanization Teachers, formed seven years ago, aims to broaden the professional outlook of its members and to encourage the human side of their work by furthering social contacts. These two groups arranged at a recent joint meeting in the State House to have brief reviews by their members of ten books of the year on immigration and race problems, easy English for adult beginners and racial backgrounds. The plan was to have a fact-finding discussion: the reviews were to be favorable or the reverse as each reviewer thought best, and there was a chance for question and comment from the floor. We wanted to give a hospitable hearing to a diversity of viewpoints, leaving it to each one in the audience to decide which of the books were adapted to his own use.

The books thus orally reviewed and discussed were:

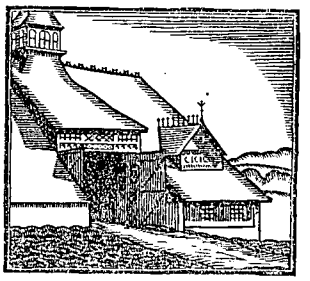
Determinism in Education, by W. C. Bagley. Warwick and York.
The Conquest of New England by the Immigrant, by D. C. Brewer. Putnam.
Help Yourself Lessons, by Winthrop Talbot. American Language Press.
Pulse of Progress, by Ellsworth Huntington. Scribner.
Historical Aspects of the Immigration Problem, by Edith Abbott. University of Chicago Press.
In Quest of the Soul of Civilization, by Hagop Bogigian. Published by the author.
I Am a Woman—and a Jew, by Leah Morton. J. H. Sears Co.
A Federal Textbook on Citizenship Training. Part III, Our Nation. U. S. Bureau of Naturalization.
Modern Aladdins and Their Magic, by C. E. Rush and Amy Winslow. Little.
Italy Under Mussolini, by William Bolitho. Macmillan.
Italy, the Central Problems of the Mediterranean, by Antonio Cippico. Yale University.
The New Balkans, by H. F. Armstrong. Harper.

Facts and opinions on current books by those competent to judge were not at all the only objectives of this discussion group. Charles Herlihy, supervisor of adult alien education in Massachusetts, expressed the belief that such resumes of the season's books would whet the appetite for more books of the same kind, and would not only be a stimulant to further independent reading, but would mean closer local cooperation between librarians and supervisors of Americanization.



Courtesy New School of Social Research

THE National Farm School has awarded scholarships to eighty needy city boys who on March 1 began a three-years course at the school farms, a tract of 1,200 acres, near Doylestown, Pennsylvania, in a rich section of Bucks County. Included in their equipment is one of the fine old Pennsylvania Dutch barns, used as the core of a project in this interesting attempt to apply modern educational methods to the study of agriculture. Seven farms have been turned over to the senior students to be managed by them. Their work is supervisory and they are responsible for the successful functioning of the unit in their charge. The freshmen and juniors work under them (see The Survey, Aug. 15, p. 544). The plans for expanding the National Farm School call for a fund of $5,000,000 to be used to make provision for a larger student body and to make the institution coeducational throughout. Girls will learn the principles and the practical methods of farm-home management and all aspects of farm work suitable to women, and rural sociology.



PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

HEALTH

An Institute of Trusteeship

By ANNE R. WINSLOW

PUBLIC health nursing in this country is now fifty years old, if we go back to its beginnings, and twenty-five years old, if we consider its phase of rapid and general development. For some time special courses of training have been offered to nurses to fit them to practice their profession, which covers such a wide range of subjects as nursing, sociology, psychology and education in complex interrelationships. On the other hand groups of lay people, with no training, have been supporting and guiding the work of these nurses.

The members of the boards of management who go out into the community to raise money—often in large amounts—for their various public health nursing organizations, are at last beginning to realize the responsibility which is theirs, of seeing that this money is spent wisely and efficiently, and the need for rendering back to the public an account of their stewardship. This realization was crystallized at the Health Congress in Atlantic City in May, 1926, in the proposal for a Board Members' Section of the National Organization for Public Health Nursing.

There are three outstanding problems which confront the members of a board of management in any field of social activity:

1. *How shall the necessary funds be raised?*

Shall an association join a community chest? If it does, how shall it take a cooperative part within the chest, and yet maintain its own growth and development? If it does not join the chest, how shall it most effectively present its cause to the general public?

In either case an adequate and available system of records is essential as a means of checking up and studying the association's work, and estimating its contribution to the public. A modern and exact system of bookkeeping and treasurer's reports are essential to show the public just how its money has been employed. This must be summarized for the convenient information of the public, and for the guidance of the board and its professional director in a carefully studied budget. In either case the need for publicity, for catching the public ear—in order to raise money, and in order to develop a demand for the service offered—is increasingly borne in upon the guardians of the contributors' monies and of the health needs of the community.

2. *What kind of a nurse shall the board employ?*

Bearing in mind the obligation to expend their funds wisely and efficiently, the board members must know something of nursing education and, above all, must know where to go for advice. The average board member must and should turn for professional counsel to professional sources, to recognized leaders in public health nursing, to schools of public health nursing, and above all to the final coordinating center, the National Organization for Public Health Nursing. She herself, however, should know enough not to employ "any good nurse" but to try to get the nurse most soundly trained, and therefore most capable of playing the important role in the community.

Perhaps the supreme task of the board is the choice of the nurse director or superintendent. In this day of fine-drawn specialties on the one hand and of coordination of the forces of the community on the other, the work of the public health nursing director is a very technical business. It involves knowledge of the community in which the nurse works, a capacity to establish discriminating relationships with the medical profession, the social agencies, the law courts, the hospitals, and so on. A grave responsibility devolves upon a board in choosing a nurse who can make all these contacts, and keep up fully with progress in the changing field of public health itself. After choosing the superintendent or director the board must realize that she is absolutely responsible for the technical professional side of the work.

3. *Having raised the funds and chosen the technical expert, what else has the board to do?*

It must direct general policies, while not interfering with professional standards. It must represent the viewpoint of the community and determine, after receiving the advice of its expert, what is most important to be done and what the community at the moment can afford to do. It must maintain contacts with other local social forces and it must aid and strengthen its director at every step in her difficult task. The most effective boards realize that they and their nurses are in a copartnership and that, together, they operate the association, both having separate, real and yet allied functions.

TO help answer the question as to the true function of a board and the board member in fulfilling it, the first Institute for Board Members of Public Health Nursing Organizations was held in New Haven last month under the auspices of the New Haven Visiting Nurse Association and the National Organization for Public Health Nursing.

Early in the winter a questionnaire was sent to some four hundred public health nursing associations asking if the board members, not the nurses, would take part in a three-day institute to discuss problems which are the peculiar concern of the board member.

In response to this letter more than two hundred people, men and women (including several health officers) representing ninety local nursing organizations and twelve national organizations and educational institutions, met at New Haven. They came from the New England states, New York, New Jersey, Pennsylvania, Delaware, Maryland, Michigan, Indiana and the cities of Washington and Montreal. The speakers at each general session represented respectively the points of view of the board members, the public health nurse, and the physician or the community, the speakers including the most outstanding experts in their

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

different fields. The fee of ten dollars charged to those attending made it possible to pay the speakers a modest honorarium as well as to cover the general expenses. After each group of formal papers the members of the institute separated into four small groups, representing associations employing one nurse, 2 to 5 nurses, 6 to 16 nurses, and 16 and more nurses respectively. These smaller groups gave opportunity for intimate, informal discussion of the subjects presented in the preceding papers, in their application to communities of different sizes. A nurse was in attendance at each round table to answer technical questions.

The principal topics considered and the speakers were:

The organization of the board and its relation to the professional staff: Lillian E. Prudden, president, New Haven Visiting Nurse Association; Katherine I. Tucker of Philadelphia and James I. Coddington, representing the Harmon Association for the Advancement of Nursing. The function of board members: Josephine Goldmark, Mary S. Gardner, and Dr. C.-E. A. Winslow. Public Health Nursing in its relation to the medical profession: Dr. Haven Emerson, Janet Geister, and Florence E. Hegeman. Mobilizing public support for public health nursing: Dr. W. W. Peter, Ira V. Hiscock, and Hazel Corbin. New trends in nursing education: Annie W. Goodrich. Financial problems: Allen T. Burns, Anne L. Hansen, and Mrs. Richard Noye. Public health nursing in its relationship to social agencies: Kenneth Pray. Dinner meeting, address by George E. Vincent. Education of board members: Mrs. George A. Kent, Jr., of Binghamton, N. Y.; Mrs. G. Brown Miller, Elizabeth G. Fox and E. C. Lindeman.

It was the feeling of many of those most competent to judge that this distinguished list of speakers was fully matched by the enthusiasm and earnestness of the audiences which took active part in the discussions. Several similar institutes are to be planned for various sections of the United States, as well as less ambitious one-day institutes where the whole time can be devoted to an intensive study of the individual problems of one region or of one association. In the New Haven discussions the importance was stressed of an educational committee in each association to consider methods and opportunities for the education of its own board (as well as itself!); also the study of Miss Gardner's Public Health Nursing and of current reading in The Public Health Nurse, the various health magazines, The Survey, and so on.

The essential importance of these meetings lay in their expression of the recognition by board members of their need for fitting themselves to meet their increasing responsibilities, both inside their own associations and in their outside contacts with allied agencies in their communities. The American tendency toward the development of large and important voluntary associations, rendering public service with private funds, demands a new and enlightened type of administration from the volunteer servants who direct their activities. The New Haven Institute has perhaps its message for the public-spirited citizen in other fields of social activity.

Putting the Public into Public Health

By GEDDES SMITH

TAKE an American-born community of some 50,000 souls, not much more than a generation from the pioneer stage; gregarious and cooperative, as indicated by a host of little trading centers each jammed full of lodges, clubs and churches; proud of their growing berry patches and their virgin timber; individualistic enough to entertain a multitude of sects and support a host of medical anomalies; reluctant to pay increasing taxes and yet willing, when face to face with the issue, to spend a million dollars on good roads; and, with shining exceptions, almost wholly unacquainted with public health. Arouse the interest of a few community leaders and an exceedingly cooperative group of physicians in the possibility of health progress. With their backing, try to "demonstrate" public health, particularly as it affects children, to the whole 50,000.

How would you go about it?

That was the problem faced by the Commonwealth Fund Child Health Demonstration when it entered Marion County, Oregon, in 1925. Its attempt to solve it amounts to a spirited effort to put the public into public health.

While the main outline of procedure is uniform in all the four centers where the Fund has placed demonstrations, two of them, Athens and Clarke County, Georgia, and Fargo, North Dakota, are urban and comparatively advanced in the organization of public services. Rutherford County, Tennessee, and Marion County are both predominantly rural; neither had full-time county health service before the demonstration; and while the nature of the problem has permitted more rapid organization in Oregon than in Tennessee, both should develop into valuable laboratories of community relationship in a health program.

The purpose of each demonstration is to provide, in full cooperation with local physicians and with public and private agencies, a reasonably adequate set-up for promoting the health of mothers and children as an integral part of a consistent public health policy. A medical division, offering pediatric supervision of infants, pre-school and school children; a health education division, stimulating and guiding health teaching in the schools; and a nursing division, giving generalized service and tying the whole demonstration to the individual family, have been arranged.

In Marion County a staff of nine nurses (one on night and emergency service) are dealing with a territory which, excluding a national forest, amounts perhaps to a thousand square miles, and with a clientele of approximately 6,000 persons per nurse. This staff is four times as large as the public health nursing staff before the demonstration began, but it is clearly impossible to give intensive nursing care on such a scale. The staff realized from the first that volunteer cooperation must be built up to extend the reach of both doctors and nurses. Moreover, the county had been accustomed to thinking of public health service as a commodity which could be bought much too cheaply and had invested only in two or three part-time physicians and one full-time nurse whose salary was hard enough to raise.

To persuade the public that public health service was worth many times its pre-demonstration allowance of fourteen cents per capita, it was necessary for the people not only to understand what good health work meant but to feel that it belonged to them. On both counts—the need of volunteer reinforcements and the need of popular par-

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

ticipation—there was an unmistakable need for a vigorous plan of local organization.

This need has been met by a two-fold scheme of health councils—a set of local councils which assume responsibility for local services, and a county council which keeps organized and unorganized towns and villages in touch with each other and is prepared to deal with county agencies and authorities on an equal footing. No less than twelve of the local councils have been organized under tactful stimulation from the nursing service in the last two years, and in each of these communities, ranging from Scotts Mills with 250 inhabitants to Salem with nearly 25,000, a local group has provided and equipped its own health center and maintains a cluster of services to make it more useful.

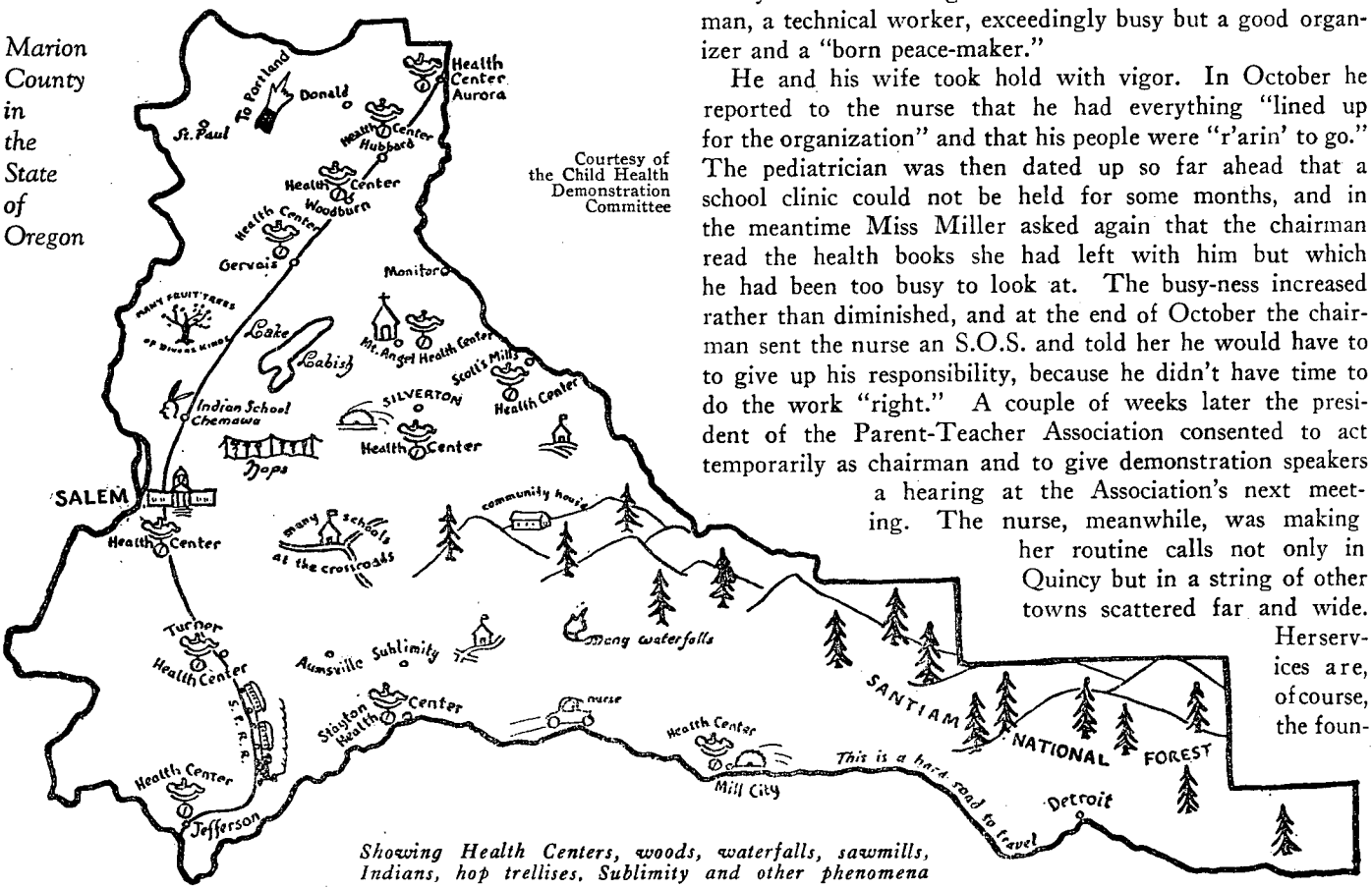
In the local council, representatives of all the permanent groups of the town or city—the churches, the lodges, the women's clubs, the parent-teacher or community associations, and so on—have come together to form a body which is primarily concerned with health but which also takes responsibility for related matters, "social problems," for instance. It rents, or finds rent-free, a room or rooms in a store building, church, or school where health center services can be given at regular intervals and which the nurse can use as her local headquarters. It finds the money for scales, furniture, decorations—all the needed equipment except that actually brought by the doctor and nurse. For such purposes the twelve towns and cities raised last year a sum estimated at $2,000—not large in the aggregate, but large indeed when you stop to think how few American towns of three or four hundred inhabitants have ever invested even fifty dollars in a purely cooperative enterprise like a health center.

Running the health center—making appointments for examination, furnishing hostesses and recorders, and keeping equipment ready and spotless—is the task of a special committee. Making surgical and maternity supplies is the work of another. Finding cases needing nursing care and putting the nurse in touch with them, transporting patients to and from doctors' offices, popular health education, and keeping the local archives, are other committee tasks. Local physicians and dentists form an advisory group, and one committee takes responsibility for relief and personal service in a fashion which amounts to rudimentary case-work. Not all of these tasks are well done, needless to say, in all the councils, nor all the time. But little by little they are done, and every bit of local accomplishment is broadcasted by local pride until the educational effect of the whole is unmeasurable.

TAKE, for example, a community which we may call Quincy. Its population is a bit over a thousand, and like most of its neighbors it is a trading center for the berry growers, farmers, peppermint speculators, and other folk of a rolling, prosperous, but still undeveloped countryside. Miss Miller, the nurse in whose district Quincy lies, made her first community contacts in July, 1925, by calling on the leading local doctors. She found them both cordial and ready to cooperate. Then, with the advice of the president of the county health society, she began the hunt for a lay leader. The first of the ladies interviewed was keenly interested, but felt that an old factional difficulty in the town might flare up again if she took the chairmanship. She and her husband suggested eight other desirable leaders. The first of these was too busy, the second and third were away, the fourth was helping to keep store and had no free time. One was the wife of a chiropractor. Others were unavailable. Two more suggestions proved unfruitful. It was nearly the end of August when a chairman was found—a man, a technical worker, exceedingly busy but a good organizer and a "born peace-maker."

He and his wife took hold with vigor. In October he reported to the nurse that he had everything "lined up for the organization" and that his people were "r'arin' to go." The pediatrician was then dated up so far ahead that a school clinic could not be held for some months, and in the meantime Miss Miller asked again that the chairman read the health books she had left with him but which he had been too busy to look at. The busy-ness increased rather than diminished, and at the end of October the chairman sent the nurse an S.O.S. and told her he would have to to give up his responsibility, because he didn't have time to do the work "right." A couple of weeks later the president of the Parent-Teacher Association consented to act temporarily as chairman and to give demonstration speakers a hearing at the Association's next meeting. The nurse, meanwhile, was making her routine calls not only in Quincy but in a string of other towns scattered far and wide. Herservices are, ofcourse, the foun-

Marion County in the State of Oregon



Courtesy of the Child Health Demonstration Committee

Showing Health Centers, woods, waterfalls, sawmills, Indians, hop trellises, Sublimity and other phenomena

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

dation on which local participation is based, and it is the mothers and fathers whose children are the better for her systematic visits, who spread understanding and give vitality to the whole organization. On December 7 the director of nursing service and other demonstration workers drove down to Quincy for the P.T.A. meeting: the school house was dark; the president had made a mistake in the date!

The next week, however, speakers and hearers made connections, and the P.T.A. voted unanimously to sponsor an organization meeting at which all local groups would be represented. When the meeting was held, under the nurse's watchful eye, a council was formed, but each nominee for the chairmanship declined until someone had the happy thought of electing an absent business man. Arrangements were made for the examination of school children and though the number examined on this first occasion was small—80 children out of a possible 300—the principal considered the findings exceedingly helpful. In January the executive group in the council decided to use a room in a school building for its health center, and started listing possible chairmen for subcommittees. Late in the month Miss Miller was startled to hear a mother declare that her child would come in for the health center examinations in March. Without troubling to make arrangements with the demonstration staff, the local committee had published a front-page story in the newspaper announcing the entire personnel of the organization and promising a "clinic" for a definite date.

With equal independence—almost as embarrassing sometimes as inertia—the council scheduled a meeting and speakers for it, then, a few hours before it was to happen, notified the speakers. Driving down from the demonstration headquarters in Salem in a wild night, they found "a group of people huddled together in the doorway," who had supposed nobody would come on such a night, but went ahead nonetheless. The arbitrarily appointed committee chairmen were eager to know what it was all about. One of them Mr. Black, chairman of the Social Problems Committee, had known nothing about the demonstration but when the light did break, his enthusiasm knew no bounds.

"WHY, this is a big thing for Marion County," he declared. "We just must get behind it and make it a go."

"Interest increased as the evening wore on," Miss Miller continues in her report, "and we were besieged with a rapid fire volley of questions. We had a hard time tearing ourselves away even at 11:15."

Next the nurse consulted the woman responsible for the Health Center Committee, and made plain what service she could give, and when babies and preschool children were examined early in March the volunteers "gave excellent service and put over a good clinic." Social problems came up promptly, and Mr. Black took hold of his task eagerly. The committee workers weren't very well satisfied with the health center in the old school building, and decided to renew their drive for a community house so the babies could be properly cared for. Yet this good beginning was not followed up: a health center consultation was scheduled in April to which nobody came, and the nurse despairingly reported that she didn't know "that it seemed possible for Quincy people to get a health center consciousness." In May the executive chairman and the chairman of the Health Center Committee both insisted they were too busy to go on, and resigned. Their colleagues protested, and they consented to hang on. "The meeting was well attended," the nurse reported, "but there was a lack of enthusiasm; with the exception of Mr. Black, who is the embodiment of it, it was a minus quantity." So the work dragged on till summer, when hop and berry picking and the heat tend to suspend all public activities in Marion County.

One day the following October Miss Miller discovered by chance that the council had held a meeting, that it had been decided to transfer the health center to better quarters in a public building, and that a new chairman had been picked for the Education Committee. A discussion of publicity seemed to arouse lagging interest, and the nurse reported happily, "I believe the light has at last broken." But there were still signs of factional feeling, and nobody, from the chairman down, felt that things were going well. In November the chairman again resigned, together with the discouraged health center chairman, and the energetic Mr. Black, who had caught the idea so early, became titular as well as actual leader of the group.

A HOMELY record, no doubt. The course of community organization never did run smooth. It took a year and a half to find the right leader. But once he was found, the riddle of community organization seemed to be well on its way toward a solution. The reports from Quincy now read like this:

Thursday afternoon the health officer came to Quincy and gave toxin-antitoxin to 168. This was the third dose for 107. A father of two little children and two high school boys came asking for first dose. Truly, Quincy is awake! It was very interesting to watch different people taking part in their local council meeting last Monday evening. Everyone seemed happy and willing to work. One woman, who has been one of the best helpers I have had and who spoke several times at the meeting, practically shut the door in my face the first time I called on her. Truly, there is nothing as contagious as enthusiasm, if you can just get one germ.

Quincy has recently held the annual meeting of its health council. The fourteen members present were all much interested in the advancement of the work in the community. Each officer elected was not only willing to serve, but pleased with the election. The vigorous chairman, re-elected, told of his effort to persuade a woman to bring her children to the clinic. She met him at the door, said she wasn't interested, and didn't have time to talk, that she had raised ten children and knew more about kids than the old maid nurses, and she didn't want her children examined. When they got sick, she'd take them to a doctor. "Right here," Mr. Black reported, "I decided that the need was quite obvious for health education, and I sat down and talked for half an hour, and when I got up that woman would have brought every child she had to the clinic that afternoon had we been having a clinic. I tell you, ladies and gentlemen, I think the person who neglects his duty toward our children who has an opportunity to serve will burn just a little harder in hell." At the close of the speech some of the audience had tears in their eyes. Afterward the chairman said, "We didn't have a large crowd, but we had the cream of Quincy and it's quality that counts."

Demonstrating health? The only way to do it is to innoculate Mr. Jones, Mrs. Smith and the Kelleys with the germ of enthusiasm. That *is* contagious. And Marion County begins to read the symptoms of this contagion in better health for its growing children.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Without Benefit of Controversy

By HOMER W. BORST

THE publicity department of our Community Fund, which means our whole staff, discussed some time ago the attractive idea of starting a crusade. We realized that we were in the midst of a contest, but it seemed a rather one-sided affair, with most of the interest on our side, and considerable difference on the other. As a change we suspected we might be willing to put up with a little active opposition, if at the same time we could consolidate a compensatory enthusiasm back of ourselves. We might raise more money that way. At any rate we might create a more lively interest, and if we found the right issue, do some good.

We began to wonder whether we had not been playing too cautious a game, from the standpoint of financial progress, self-expression, and deep-lying social issues. Given the present state of the public mind, we concluded we had realized about the full effectiveness of the Community Fund method of raising money. Also we feared we were not getting down to brass tacks in our social evangelism. Perhaps our philosophy did not deserve any warmer public interest. With a more comprehensive platform perhaps we could change the state of the public mind, and in the main, favorably. Does that sound like a generative idea? It did to us.

We began by looking for social issues in our own program and the programs of our member organizations which might be sharpened to challenge public interest. We were not looking for such familiar issues as these: Why should the Young Men's Christian Association be in the Community Fund when it charges for service? Why does the Red Cross still need money when the war has been over for eight years? Why doesn't the Community Fund throw out all of the "welfare" organizations like the Boy Scouts, for example, and support only the genuine charities like the Salvation Army? We had an appetite for something "more fundamental."

Indianapolis Community Fund
The Heart of the City

The Young Women's Christian Association, we heard, had ideas about an eight-hour day for women, and a better understanding between employer and employed. That was our first lead, but it didn't take us very far. No legislation was proposed for the immediate future, but rather a patient, opportunist program of education, calculated to inspire a minimum of opposition for a long time to come, a program of conference and mutual understanding. There was no lack of courage, we were assured, only good judgment as to what in the end was likely to prove effective.

When representatives of the Child Labor Committee arrived in town we anticipated opposition until we were assured that it would require a real investigation to show anything very bad, since conditions apparently were satisfactory. Beside the adoption of the state's rights basis of operation had disarmed most of the previous doctrinaire criticism.

An issue loomed with respect to Negro segregation. Our colored citizens themselves raised a defense fund and defeated the segregation ordinance by due process of law, while the fact that the Council of Social Agencies accorded moral support seemed to be considered quite natural. "You would; you're the type."

Municipal affairs gave evidence of needing attention, but the Chamber of Commerce succeeded in establishing civil service for police and firemen, while an independent committee launched a campaign for the commission-manager form of government, and apparently needed no stimulation from our direction.

Prohibition was conversationally provocative, of course, and the settlements were interested, but we found that Detroit has discussed that question, with the wise folk, apparently, suspending judgment.

Unemployment? Low wages? Cooperative management of industry? Now there were real issues, but no member organization had announced any program with respect to such problems, nor had any organization been excluded because it did have a program.

As for formulating a program of our own, more advanced than our characteristic one for the social use of money, we concluded that such work must be done by enlightened minorities, more enlightened, and more in the minority than ourselves; and it was disappointing to observe that in all the rest of the city only two groups stood out in relation to these problems, the unions, and the employes of a cooperatively managed factory, who apparently needed some convincing as to the worth-while nature of our endeavor.

The crime problem did finally yield something. We are launching a survey of probation performance and probation needs. At first glance probation might seem to be a subject highly charged with controversy considering the general movement toward drastic sentences, but after talking with the courts we are not so sure. Our judges say they will welcome advice, and as for the public, do not the newspapers reflect the confused state of public opinion when they call for the death penalty today, and then betray a sporting interest in a fight for commutation of sentence six months later?

No, after all, we are going ahead for another year on our old plan modified only slightly. We shall still be accused by some of exhibiting an elephantine timidity when confronted with the mice of social controversy, and in our

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

hearts we shall nurse a discomfort, but not a very definite one.

What we shall feel much more guilty about is quite another matter. Given the age-old and universal tendency toward mutual aid, the foundation upon which social work is built, given the wonderful money-raising machine which the modern campaign represents, given the abysmal ignorance of most people concerning the services modern social work has to offer in place of the old charity, given the challenge to intelligence and faith that resides in those processes that constitute the heart of our service, processes of education and personality development that we believe will remain valid long after the time when the average of social welfare is much higher than it is now, how is it that we have not used our talents to better advantage? Not tired radicals, but worse—slumbering disciples.

Could Community Trusts Work?

By PIERCE WILLIAMS

THE new driving force in American social work is the conviction that poverty and disease can be abolished if wealth and science will join hands, setting modern social work apart from old-world charity, with its pessimistic assumption that poverty and disease are inescapable. One of the new social devices through which we are trying to do this is the community trust. This, as its name implies, is a permanent endowment, distinguished from the private philanthropic foundation by the participation of a large number of individuals in creating the endowment. Through a community trust, any public-spirited citizen can give a sum of money in trust for the future welfare of his community. It is, in fact, an application to the field of philanthropy of the principle of the joint-stock business corporation. What Judge Goff, the originator of the community trust idea, had in mind was the permanent investment of private wealth in a community-welfare enterprise.

The essence of the community trust idea is that the disposition of income yielded by the endowment shall be left undesignated by the donor. This involves the selection from time to time, by a representative committee of distribution, of those charitable objects to which available income shall be applied. In this manner, the community trust aims an effectual blow at the "dead hand in charity," endowments which become inoperative because of the disappearance of the charitable object originally named by the donor.

Notwithstanding the high hopes entertained for the community trust idea, it has, during the thirteen years which have elapsed since it was launched in Cleveland, yielded only meagre results. A recent compilation shows that of fifty existing community trusts, thirty have received no gifts or legacies whatever. The combined endowment of the other twenty amounts to less than $10,000,000, and the income expended during 1925 did not exceed $600,000. Much of this income, moreover, appears to have been specifically designated by the donors.

Why have the community trusts failed to yield greater social welfare dividends?

The necessity for keeping social welfare projects "sold" to the public has often been stressed. No matter how worthy the object, money does not come unsolicited. Not only must the money-raising effort be efficiently organized, but givers must be kept informed as to the merits of that particular piece of work. The community trust is no exception to this rule. If it is to bring wealth together in a pool for community welfare projects, it must be so organized as to be able to continuously solicit gifts of capital for its uses. This, in turn, implies a purpose, somewhere in the organization of making a program of welfare undertakings convincing enough to attract such capital gifts.

A community trust is not, as one might suppose, an incorporated body, like a private foundation. It is nothing but an offer on the part of a particular trust company of its willingness, under certain conditions, to accept money or property in trust for the welfare of the community. In view of the vague wording, "community welfare," the declaration of trust formally adopted by the trust company makes provision for a public committee to distribute the income yielded by capital given to the trust company. The committee of distribution is composed of five or seven members, appointed by such public officials as the mayor, the judge of the United States court, and so on. Usually, the trust company names a member. But until some giver accepts this offer of the trust company, the community trust is nothing but a splendid gesture. And to date relatively few givers have taken advantage of these community trusts, though the offers have been open for several years in many of the largest and wealthiest cities of the country.

This reluctance of people of wealth to utilize the community trust is, in my opinion, evidence of a serious defect in the present plan. The fact is that the community trust lacks means for the active solicitation of endowment funds. It is not surprising, therefore, that so few gifts have come. For all practical purposes, the committee of distribution is the only body through which effective contact can be established with the giving public. If the committee of distribution fails to function actively, then the community trust is dormant. And in the great majority of cities, the committee has taken the position that until a trust company notified it that income was available for distribution, there was nothing for it to do. It is this waiting-for-something-to-happen attitude that has made the existing community trusts of such minor value.

UNQUESTIONABLY, the idea inherent in the community trust, namely that in each large community the means should exist through which public-spirited individuals might pool their capital for community welfare, is capable of filling a real need in American social work organization. It is essential, however, that we recognize the community trust for exactly what it is, viz., a wisely drawn legal instrument, but not a social welfare instrument. The community trust bears the same relationship to the creation of permanent endowments as a deed does to real estate transactions. If you intend to buy a piece of property, you would do well to have the right form of deed executed by the seller. The deed, in itself, is incapable of promoting

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

either the buying or the selling of real estate. The community trust is a legal instrument through which a charitably-inclined person can create an endowment in favor of his community. In itself, it is impotent to get givers to give money for charitable purposes.

If the present community trusts are to become dynamic, they must be supplemented by an organization capable of making a program of welfare projects in harmony with the needs of the community and actively soliciting gifts of capital to finance those projects. This body should, I believe, be separately incorporated. And, to differentiate it from the legal instrument, the name community foundation might be used. It should have a board of directors, chosen by reason of their interest in social conditions. Eventually, it should have a technical staff.

It is not the function of the community foundation to receive and hold endowments. This is a purely legal and business function, which should be left to trust companies and banks. By leaving this function to them, the community foundation would have the banks and trust companies as its allies, for it is to them the individual of wealth is likely to go in order to get a proper trustee for this prospective gift. The function of the trust companies would be to provide a large number of separate reservoirs into which streams of capital might continuously flow for accumulation. The function of the community foundation would be to determine the lines of community welfare along which the power generated by these accumulated gifts should flow.

In order to make a convincing program of projects worth endowing, the community foundation would have to be in close and sympathetic contact with the day-by-day social work of its community. In cities where a community chest exists, the chest should be represented on the board of the foundation. I do not believe the chest should itself take on the task of raising and distributing community endowment funds.

As the community foundation gained experience and as income became available in the hands of local trust companies for its purpose, it would probably arrive at a policy similar to that of the successful private foundations. These give nothing to individuals in the form of direct charity. While a considerable portion of their income is appropriated every year for current maintenance of going charitable organizations, an increasing proportion of it is going into channels of social research and experimental social work. These two fields offer unlimited opportunities to community foundations.

Once we visualize the community foundation as a dynamic social device aiming at the pooling of capital for the promotion of the community welfare, we see that it is another instrument for accomplishing what the great private foundations have as their object. When the Rockefeller Foundation states that its purpose is to "promote the well-being of mankind throughout the world," it is employing the word community in its widest possible significance. The only important respect in which the private foundations and the community foundations would differ is in the manner in which their respective capital endowments are obtained. Whereas the capital of the private foundation is generally the result of a gift made by one person, that of the community foundation would have to be assembled from many separate persons over an indefinite period.

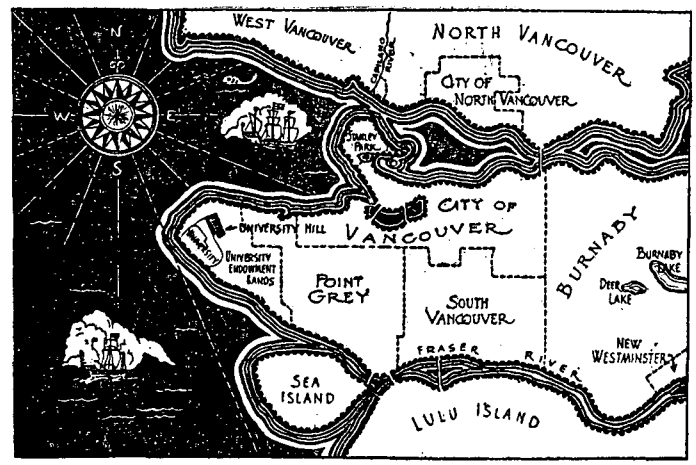
The responsibility for vitalizing the community trust idea by the organization of community foundations seems to me to rest squarely on the shoulders of our social workers. We have no right to expect the trust companies to correct the shortcomings of the present plan. They are business, not social welfare institutions. They already have made a real contribution by calling attention publicly to a legal instrument whereby endowments can be made to work for the community welfare. When social workers participate in a community chest or council of social agencies, the initiative in focussing local thought on the problem of endowments should be taken by one or the other of those bodies. The chest and council have tacitly assumed responsibility for gradually developing a community plan of social work. That plan must necessarily envisage projects that could more satisfactorily be financed through endowments than through current contributions.

Through wisely administered community foundations, the partnership between wealth and social work can be still further strengthened, and our mounting surplus of privately amassed riches put to work for the common good.

Streets That Go to College

THE land-grant college and the university town are no novelty in American experience. But the University of British Columbia, not quite twenty years old, has led the way, in Canada at least, by combining land exploitation with sound principles of town-planning in the creation of a new city which promises to be a good place to live in.

When the University was created by the provincial government in 1908 it was recognized that special sources of



Showing British Columbia University Endowment Lands

revenue must be provided to run it. Accordingly 750,000 acres of agricultural land scattered over the province were set aside for this purpose. But British Columbia is still in an early stage of agricultural development, and it soon became clear that for many years this raw land could not be made to yield sufficient income to run the rapidly growing school. A provincial commission had located the university—both for the sake of accessibility and to take advantage of an unusually beautiful situation—on a rolling head-land at the tip of Point Grey, some six miles west of the city of Vancouver, with delightful views across the straits to Vancouver Island. It was decided to allot a large tract of land owned by the province and adjoining the university grounds to be developed as a planned residence community. A total of 2,700 acres was thus devoted to income-producing uses for the benefit of the university. Competent engineers

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

and planners were given the task of plotting the whole area, and a tract of 100 acres, adjoining the campus, was selected in 1925 for the first unit of development.

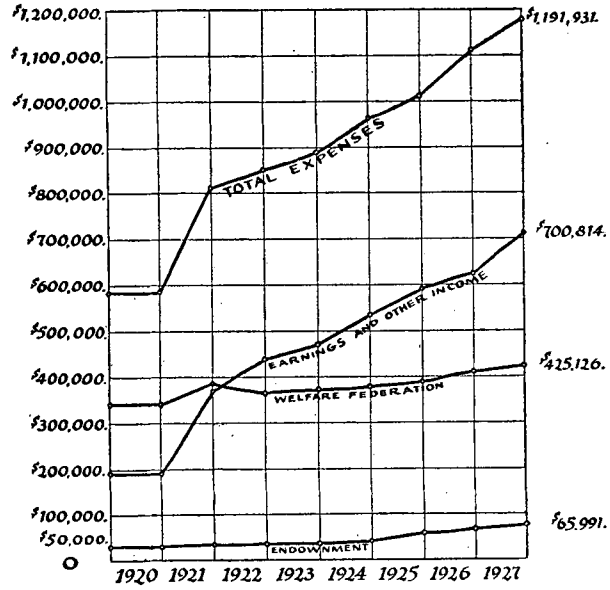
The first step was to reconsider the existing subdivision plans and to relocate old roads and plan new ones with the topography in view and in such a way that the approaches to the university should be efficient and suitable. Grades of 10 per cent and over were thus reduced to four per cent, and a scheme of major roads, 80 to 100 feet wide, was laid out, connecting the campus with the chief highways to Vancouver and providing adequate circulation through the new town. Minor streets for residence use were held to forty- or sixty-foot widths, and were laid out in pleasing variety with an eye to the contours of the land. Practically the whole shore-front of the peninsula known as Point Grey has been reserved for parks and other recreation use; and playground space, together with locations for public buildings, churches, stores and apartment houses, have been distributed judiciously over the entire tract.

The cost of development is not low, for the land has been roughly cut over and clearing the ground alone has cost $700 an acre. But the authorities have proceeded on the theory that utilities should be fully provided before the land is built upon, and sewer and water connections are carried to every lot-line before any further development is begun. The cost of improvements is pro-rated and added to the lease or purchase price of the individual lot in the form of annual payments running to 1945.

The project differs in important particulars both from the English garden-cities and from pre-planned American surburbs like Palos Verdes or Mariemont. It is not designed as a place where wage-workers can be housed, and houses are restricted to a minimum cost of $6,000. It will be a residence community, and not a self-contained industrial unit. Ninety-nine year leases of land are offered, but there is no attempt to stand firmly as in Letchworth and Welwyn, on permanent land control, and house-sites may be bought outright if the purchaser prefers. Zoning for permanent use has, however, been carefully applied, with binding restrictions written into the agreements for sale, and the administration—to be succeeded in time, presumably, by a separate municipal government, reserves the right of approving all building plans. In harmony with the public purpose of the development—however radical it may seem to the Yankee—the provincial government is encouraging construction by offering its own credit: the owner can secure a government loan up to 60 per cent of the building cost (with a maximum of $7,000) at 6 per cent interest. The annual lease of a home-site, taxes, and interest on this loan, taken together, may amount to as little as $70 a month.

There has been little enough of foresight and planning even on the campus itself in the case of most American state universities. In this effort to pay part of its bills by a practical object-lesson in town-planning, the University of British Columbia ought to make a name for itself. The Journal of the Town-Planning Institute of Canada, from which these facts are drawn, rightly characterizes the enterprise as "a real estate scheme charged with scientific humanism." G. S.

AS A FOOTNOTE to underscore some of the points made by Homer Borst and Pierce Williams in the articles in the preceding pages comes a recent report of the American Association for Community Organization on the trend of gifts to community chests. There are 68 chests which have been in operation for five years, and during that period the total of their contributions has increased nearly 20 per cent; but in 1927 there was an increase of only 1.3 per cent over the 1926 mark for these 68, and an increase of only .7 per cent in the records of the whole group of 146 chests which held campaigns between September 15, 1926 and February 28, 1927. In other words, the rate of increase is falling sharply, even in the group of cities with populations of more than 50,000; while in the smaller cities there has been so far an actual decline in the amount of money raised by chests in 1927 as compared with 1926. "Does this indicate a general trend" the Association asks, "which is likely to produce a stationary condition in the giving to community chests during the next few years?" The Association suggests that the chest cities analyze their local situations well in advance of the 1928 campaigns, points out that there are two chief factors in raising money successfully year after year: an idea, and enough givers with sufficient confidence in the idea to give the amount asked for, and details the points of which may be expected to influence these factors.



And, independently, in the annual report of the Welfare Federation of the Oranges, New Jersey, comes a chart showing how the increasing Federation expenditures have been met largely by earnings and other income, and not by a rise in public support. Whereas in 1920 in the Oranges the public met nearly 60 per cent of the budgets of the member agencies, while earnings and endowments took care of 41 per cent, now the figures are reversed. In 1926 the public gave only 37 per cent of the total (though the number of contributors had doubled) while the other sources of income accounted for nearly two-thirds of the agencies' budgets.

"HAWAII is one of the two absolutely outstanding places in the world where East and West have met and mingled. The other is Constantinople." Thus a Chinese highschool girl of Honolulu in the first issue of Pan-Pacific Youth, another spoke in the wheel of friendly organization which has begun to revolve so briskly about the American islands in mid-Pacific. The magazine is an organ of the Pan-Pacific Union, which is developing a junior program, and is conducted by Colbert N. Kurokawa, the educational director of the Union. The effort to create a sense of common interest in the Pacific region, young as it is, shows much vigor.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

Books in Our Alcove

The Abundant Life

THE GOAL OF SOCIAL WORK, *by Members of the Massachusetts Conference of Social Work, Swampscott, 1925, edited by Richard C. Cabot. 234 pp. Houghton Mifflin Company. Price $2.50 postpaid of The Survey.*

"DOCTORS seek health, policemen seek order, manufacturers aim to supply the world's material needs. But what do social workers aim at?" This was the challenge with which Dr. Cabot, as president, opened the meeting of the Massachusetts Conference of Social Work at Swampscott in November, 1925.

The challenge was accepted and answered—answered magnificently. In a series of papers, remarkable for their spiritual insight and for the depth of their religious feeling, thirteen men and women there set forth the faith by which they work. These papers have now been published under the title, The Goal of Social Work. Dr. Cabot as editor of the symposium, has written the preface and the concluding chapter, this last containing a summary of the proceedings and his reflections upon the discussion.

The contributors to the book are old friends to those who are familiar with the literature of social work. They approach the subject from four directions, each speaker starting from the background of his own experience:

The Goal of Social Work for Children: Edith M. H. Baylor, Hans Weiss, Joseph Lee, George P. Campbell;

The Goal of Social Work for Adults: William Ernest Hocking, Ethel Ward Dougherty, Elliott Dunlap Smith;

The Goal of Social Work for the Aged: Annie Lockhart Chesley, Christine McLeod, Francis Bardwell;

The Goal for Social Workers in Training: Lucy Wright, Eva Whiting White, Katharine D. Hardwick.

However varied the approach, all the speakers arrived at the same conclusion. The goal of social work is the liberation of the human spirit so that it may have life and have it more abundantly. To quote Dr. Cabot, it is "the relief of misery and unhappiness so that people's enfranchised and organized desires can find their expression in the social relationships which are part of their natural outlet." It is, however, not all suffering but only that which enslaves against which the social worker campaigns. "The mile-runner at the three-quarter point is suffering acutely in body and often in mind also. But he wants no aid and would never think of himself as entangled. He is freely carrying out his own will and, if he is in the lead, would not change his lot for any other's."

The purpose of social work in freeing people is to enable their "fundamental desires to seek and find their full satisfaction" in cooperation with their fellows. These fundamental desires—Dr. Cabot speaks of a central Master Desire—are variously defined. Mr. Campbell quotes a boy who said, "I want to be of some account in the world," "I want to be great." Dr. Cabot describes the Master Desire as the desire to be "in it, to find one's place and to do one's part and thereby to be somebody." Mr. Lee says that "the North toward which the human soul is set is beauty." Mr. Bardwell finds that "our real quest is to find the life of God in the souls of men, each of us helping in his own way to remove various obstacles, so that the doors of the kindred soul may be open to the outer vision."

Each of the contributors, indeed, has his own way of describing the goal and the Master Desire so that it would be surprising if out of this variety of approach the reader could not find that expression which would coincide with his own feelings. The Goal of Social Work is to be recommended as a source book of inspiration both to social workers and to others interested in the religion of social work.

KARL DE SCHWEINITZ
Family Society of Philadelphia

Poorhouse Sweeney

POORHOUSE SWEENEY, *by Ed Sweeney. Boni & Liveright. 178 pp. Price $2.50 postpaid of The Survey.*

HERE is a unique and interesting book, written and illustrated by an inmate for six years of an almshouse in one of the central states. The writer, a cripple, unable to earn his own support and unwilling to be a burden upon relatives with small means, applied for admission to the county poorhouse, which he obtained after long and irritating delays.

Many official reports have described the squalor, misery and unhappiness which afflict the more intelligent and decent inmates of many almshouses. The Loyal Order of Moose has recently published a book on The American Poor Farm and Its Inmates, by Harry C. Evans, which describes wretched conditions in hundreds of poorhouses in all parts of the country; but it fails to give credit for the kindly spirit and the ameliorative conditions which prevail in a considerable number.

The new inmate is welcomed. From Poorhouse Sweeney, Boni & Liveright

But Poorhouse Sweeney is the first autobiography ever written by a poorhouse inmate, and he has produced a gripping story in which for the first time is revealed the actual experience of a human soul subjected year after year to the conditions under which Sweeney lived—a story equally interesting to the social

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

student and the reader who is looking for unique aspects of human life.

The publishers have printed the book in its original misspelled and ungrammatical form and have illustrated it by a series of cartoons, without artistic merit but both funny and illustrative, drawn by the author. The crudities of the book intensify its human interest and its verisimilitude. It portrays the every-day life of the mongrel group which populates the place: the victims of misfortune, the cripples, the imbeciles, the senile, the worn-out drunks, the retired criminals, the vicious women, the victims of loathsome diseases, herded together without classification. The author pictures the superintendent and his staff: incompetent, untrained, ill-paid, overworked; made responsible for the most difficult and hopeless people in the community, whose proper care and discipline would tax the wisdom of the most competent administrator.

The story is sordid, often vulgar, yet Sweeney as raconteur is interesting, at times fascinating. There is much that is likeable about the little man, for, although he is full of egotism and always portrays himself as hero in the incidents he describes, he shows a human quality and a chivalrous spirit in the care he gives to some of his fellows who are worse off than himself; and he shows a manly disposition to do his part in the work of the institution notwithstanding his handicap.

Open the book where you will and you will find something immediately arresting and often exceedingly amusing. Humor and pathos are close together. The tales here unfolded tax the credulity of the reader, but the writer of this review has witnessed similar conditions in many almshouses, and Mr. Evans' recent book reveals corresponding evils even at this date. Theodore Dreiser read the proofs of Poorhouse Sweeney and was moved to write a foreword in which he characterizes it as "a human document . . . not only interesting but refreshing. A great book? No. Yet a very exceptional one. And but for the lack of poetry, a great one."

HASTINGS H. HART

Russell Sage Foundation

On Probation

PROBATION AND DELINQUENCY, *by Edwin J. Cooley. Catholic Charities of New York, 477 Madison Avenue, New York. 544 pp. Price $3.00 postpaid of The Survey.*

THAT the probation service offers, or should offer, a profession of great dignity, one calling for special knowledge and for the exercise of high abilities, has long been recognized by all who have studied its problems. And yet the writings having to do with this work have been only fragmentary, dealing generally with its principles or with certain of its more specific details. No other department of social endeavor has so lacked expression. The publications of the National Probation Association have been practically the only source of authoritative knowledge, either of practice or theory—there has been no one *book* to which one might turn for a complete exposition of the probation ideal. But this book has now arrived. Moreover, the presentation of Probation and Delinquency is that of a realized ideal; it is the description of a practice that has transcended the usual stultifying influences and is now in actual operation.

Through the generosity of the Catholic Charities of New York, advised by the wisdom of His Eminence, Cardinal Hayes, and assisted by the latter's able secretary, the Rev. Robert F. Keegan, there was developed in the Court of General Sessions of New York a department of probation with one end only in view, namely, that of testing fairly the probation theory. This work was given entirely into the hands of Edwin F. Cooley, Professor of Criminology at Fordham University and Chief Probation Officer of the Magistrates' Courts of Greater New York, a former President of the National Probation Association, a man with some twenty years of experience in the organization and direction of probation work. The choice was a happy one. Indeed, the two year experiment of the Catholic Charities proved so successful that now, with the endorsement of all concerned, judges and observers, its accomplishments are being continued, under the same chief, as an integrated and permanent part of the city's administration of the criminal law.

Mr. Cooley is to be congratulated. His task has been no easy one. Here was a court, the oldest criminal court in North America, dealing only with the most difficult of criminals, with adults under indictment for felony, and yet he has succeeded. And his book tells how. In its over five hundred pages, all aspects of adult probation practice are covered, along with much of delinquency in general, its causes and prevention. There are analyses of environments and studies of personalities and of methods of adjustment, all illustrated by carefully presented case studies from the department's records, and there are descriptions of organization and administration, given in detail. Nor does it matter that such a highly elaborated and perfected system is possible only to a few of our larger communities—even the solitary probation worker in a rural district will gather from this book both inspiration and suggestion. And it is all encouraging. Here is proof that excellence may emerge even in a land so politics-ridden as is ours. If a court in New York can actually accomplish so great a social advance, there should be a general revival of hope and endeavor.

But this book should be read by all who are socially curious—not only by the social workers of the court. As it seems to the reviewer, probation has been rather sadly neglected by the general social-work world. Here is a department of welfare having to do with the failures of the other departments. When children's aid has failed, and parental guidance, and "better homes," and "better housing," and "better schools," and "better health"—then probation steps in. Surely, the study of one's failures should be valuable, and surely, too, one should be interested in knowing this final effort of society, this which aims to prevent these failures from needlessly passing through the hope-abandoning portals of our prisons. Surely, without such knowledge one can legitimately claim only a partial education.

CHARLES PLATT

The Immigrant and Business

MIGRATION AND BUSINESS CYCLES, *by Harry Jerome. The National Bureau of Economic Research. 256 pp. Price $3.50 postpaid of The Survey.*

THE first of a series of investigations relating to the economic phases of immigration and emigration, this study by Dr. Jerome deals with but one phase of the subject—that is, the relation of immigration and labor supply to the varying needs of industry. In hearings before the House Committee on Immigration and Naturalization held in 1920 when the question of restrictive immigration legislation was being discussed, it was testified that there was a labor shortage in practically every industrial activity amounting to not

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

less than 5,000,000 men. On the other hand, in 1921, with the enforcement of the first Quota Law and the advent of a period of industrial depression, it was necessary to call a conference on unemployment to consider measures for the relief of from "four to five million unemployed." Such paradoxical incidents demonstrate the need for the series of studies contemplated by the National Bureau of Economic Research.

Dr. Jerome has set out to ascertain a solution to two very important issues, namely; to what extent fluctuations in migration are attributable to fluctuations in unemployment, and to what extent fluctuations in immigration are ameliorating or aggravating influences in employment and unemployment situations.

It may seem a bit obvious to comment upon the amount of careful statistical analysis which an intensive study of this nature requires and which Dr. Jerome has so adequately contributed in an effort to arrive at safe and scientific conclusions. Students of immigration who feel as if they have, during this post-war period, been living in a cyclonic whirlwind of emotional and racial prejudice will welcome with relief the moderate, coolly analytical statements which summarize Dr. Jerome's findings.

That there are both strong cyclical and seasonal movements in immigration and emigration, and abundant evidence that when immigration is not restricted, the character of the cyclical variations is closely similar to the cyclical variations in employment opportunity in the United States, is one conclusion which is clearly demonstrated according to Dr. Jerome. Similarly, a period of depression in the United States is automatically accompanied or closely followed by a decline in immigration and an increase in emigration; and a period of prosperity by an increase in immigration and a decline in emigration. However, there are various exceptions and qualifications found which must to some degree modify these conclusions. . . . On the whole, the changes in migration are more erratic and more violent than those in industry.

To the reviewer, it would seem that even in a study which is restricted to migration and labor supply, other social factors must be taken into consideration, namely; to what extent the domestic factor—that is, family relations—affects migration; political and cultural upheavals, too, necessarily play an important role. This is evidenced by Dr. Jerome's finding that even in periods of depression, when employment is slack and immigration falls off materially, it never ceases *entirely*.

Lastly, Dr. Jerome concludes that migration is a contributory factor to the evils of unemployment and that in those portions of depression periods in which there is a net immigration, even though there is a decline in immigration, migration is putting into industry more men than it is taking out. He therefore concludes that the very fact of a known source of additional labor available through increased immigration in boom periods has probably lessened the pressure for regularization of industry. If the United States continues its present policy of restrictive immigration for another decade or two, only then will it be possible to ascertain whether industry can be regularized with a static labor group, for as long as there is emigration and immigration, the labor supply is constantly changing to the detriment of industrial conditions.

CECILIA RAZOVSKY

National Council of Jewish Women

Breaking Ground

THE second anniversary of New York's Welfare Council emphasized the fact that its first task has been to bring the social service agencies into its membership by enlisting them in appropriate functional sections. It is in these functional groups that discussion of common problems takes place. There are twenty-seven sections grouped in four divisions. When the council's membership is complete it will include a total of approximately twelve hundred agencies. To date it reports 332 organizations in 10 sections. Announcement was made by Robert W. de Forest, president of the council, of the chairmen for these sections so far as they have been selected: Frances Taussig, family service; John T. Little, care of seamen; William H. Matthews, care of aged; Dr. Haven Emerson, health education and administration; Elizabeth Stringer, public health nursing; and Mrs. John S. Sheppard, medical social service.

The council has established for the social agencies a research and fact-finding bureau under generous grants from the Laura Spelman Rockefeller Memorial and the Commonwealth Fund. The major project of the Health Division is an inventory and stock-taking of the public health work being done under private auspices. A joint committee of the United Neighborhood Houses and of the Welfare Council is setting up a plan for a study of the work of the settlement houses in the city.

One of the by-products of the council's study on how persons in need of help reach the sources of assistance has been the conviction on the part of the agencies issuing specialized social agency directories, some ten in number, that a consolidation of directories would be desirable. Through the cooperation of the Charity Organization Society this consolidation is now going forward. As a result there will be published one directory of all the social resources of the city, amplified in such a way as to be useful to the citizen and the social worker alike.

The Family Service Section has a number of significant achievements to its credit. The initiation of the study of the homeless, the consideration of the desirability of amalgamating the two Social Service Exchanges, and a plan for better cooperation between public and private agencies are among the most conspicuous. For some time a distinct need has been felt in the city for a central information bureau which could direct people to the resources of the city for the care of the aged. At the request of the council's Section on the Care of the Aged, such a bureau is being established. A joint committee representative of six sections of the council is considering the problem of the care of the chronic sick. Another committee representative of three sections is dealing with the question of how clinics and family service agencies can improve their joint services to their clients. The section of the Health Division on Administration and Education is cooperating in city-wide plans for a toxin antitoxin campaign. The section on Public Health Nursing is developing a plan of study of maternal care.

William Hodson, executive director of the council, pointed out at the anniversary meeting that "if it were possible to assemble in one spot the entire problem of the 1,200 social agencies of New York City it would be seen that we are confronted here throughout the year with a disaster as great as that extending up and down the Mississippi Valley today."

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

What Is a Social Work Executive?

III. Efficiency

By ROBERT W. KELSO

EFFICIENCY involves activity: but that is not its sole ingredient. Everyone has seen the ubiquitous little executive who is always sputtering about with a show of activity—like a pup with more fleas! The average workman is a slave to his job. He hates it: lives for the hours he has away from it. Yet it is a thing he must do to live. It is hard, therefore, to keep charging along with powerful, continuous stroke: and it is but human that the boss in a factory should pass along the aisle as a keel goes through water, creating in front and about him a great show of froth and activity which closes in behind him, however, and lapses quickly into a state of suspended animation.

To this observation of man in general, the social worker is no exception. If he differs at all it is perhaps in the possession of a little less sullenness, a greater desire to please those whom he serves; a greater unwillingness to be thought idle or lazy; and, to that extent, a little livelier conscience. So he too belongs to the ranks of the fearful and will go down like a great northern diver if the boss but turns his head.

But bosses differ. In the world of industry the boss is himself a servant to a corporation which in turn serves investors. That boss must turn human skill and energy into dividends. He is a driver. When he speaks, the gang must jump. The corporation holds his job in the balance. If he makes dividends he may stay; if not, he is fired.

In the social work field the picture is different. The corporation becomes only that indefinite organization which we call Society; which, though it sometimes exacts a terrible reckoning, is for the most part indifferent and forgetful of the boss's very existence. The driving spur is removed. The social corporation director is himself a volunteer, making no pelf or profit out of his service, doing a turn for Society in his spare hours, giving a divided attention and only a remnant of time. Very few directors ever even call upon their executive. Few read his reports, and often enough he must follow his notices of meetings with a round of urging over the telephone in order to muster a quorum. It is a perennial jest of non-profit-making organizations that quorums are always so small. It must be apparent, therefore, that the urge to sustained activity in the social executive must come largely from himself.

And there is a still greater difficulty. The business director knows what his workmen should be turning out. Likely enough he has himself been a workman and knows the whole gamut of his industry. The social work director does not often visualize the job which his executive is performing. "It is a sort of benevolent undertaking, and blest if I know how the secretary finds enough to do!" The trouble is a failure to see a picture of that undertaking in terms of the public welfare. Hence it is that almost every social work executive is teacher of an ungraded class—his directorate. This is his first task, to be kept at relentlessly from day to day and from year to year. If he is so minded he can make a sufficient showing of his husbandry, with a little camouflage. If he is conscientious he must teach his board how to appreciate his worth. He initiates method to be translated by his directors into corporate decree, for him in turn to execute through himself and staff.

Efficiency in the social work executive, then, demands more than mere technical skill. He must have loyalty to a high degree, and it is not enough that it be merely loyalty to a cause in which he has faith. No executive has ever been worth his salt who had no faith in his job and did it only for the compensation. One can make widgets that way—not so well of course, but it can be done. The public welfare cannot be so served. The artisan there must possess a keen appreciation of the trust imposed in him by Society. Though persons in authority may never come near him, he must serve at the utmost of his skill, his loyalty, his conscience. If he lets down, his work shows quickly the deadening effect. Given a man of vision, with the ability to lead, it is reasonably certain that efficiency in management will prove also to be one of his qualities: yet the technical side of his qualifications needs careful analysis.

The social work executive, like the doctor, must keep himself posted to the minute on new thinking and new development in his field. An able executive reads constantly, grounding himself in the philosophy of his operation. What is the nature of the problems with which he deals? What is the basic reasoning of the social order which he is working to defend and improve? It is a sad comment upon the intelligence of a self-governing people that the most perfect zone of silence in America today is the non-fiction library! The habitue of a special collection of serious books is sure to have the habit of

This is the third in a series of three articles on the Social Work Executive by the executive secretary of the Boston Council of Social Agencies. The first, Vision, was published in the Midmonthly of March 15; the second, Leadership, April 15. In later issues there will be discussion in this Department of Group Insurance for Social Workers, and Sick Leaves and Vacations.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

MARRIAGE and CAREERS

A study of one hundred women who are wives, mothers, home-makers and professional workers

by

VIRGINIA MacMAKIN COLLIER

Published by

THE BUREAU OF VOCATIONAL INFORMATION

Sold by

THE CHANNEL BOOKSHOP

279 Park Avenue Price $1.00

Pamphlets on

CLINICS AND HEALTH CENTERS

Published by the Committee on Dispensary Development

The Cornell Pay Clinic
Group Clinics
Medical Care for a Million People (Report of Six Years' Work of the Committee)
Health Centers and Clinics Unattached to Hospitals
Health Services in Clinics
What Constitutes Adequate Medical Service?
Human Factors in Clinic Management
Relations of Medical and Social Agencies
Medical Social Terminology

These pamphlets will be sent to any address for 4 cents postage each. Also list of other publications on out-patient work. Address Michael M. Davis, Associated Out-Patient Clinics, 244 Madison Avenue, New York.

LIGHT FROM THE NORTH!!!

You remember those Graphic articles about the Peoples' High-schools in Denmark: The Plastic Years, The Open Mind, etc.! Many readers asked for reprints of these articles. Well, here they are! Dr. Joseph K. Hart, the author, wrote a fourth one in the series, and an extensive personal introduction, and the whole story has now been made into a book of nearly 200 pages, by Henry Holt and Company, under the title:

LIGHT FROM THE NORTH.

Here you will find the complete story of this most remarkable educational adventure and achievement in all the modern centuries. Any teacher who needs re-invigorating will find the right tonic here; any one who needs a renewal of his Faith in Democracy will find it in this

LIGHT FROM THE NORTH.

You can order this book, single copies or in lots, through The Survey Book Department, at $1.50 per copy. Use the coupon:

THE SURVEY BOOK DEPARTMENT,
112 E. 19th Street, New York City:

For the enclosed $.....please send me Light from The North (.....copies), by Joseph K. Hart.

Name .....

Address .....

51527

whiffing the dust off the top of each volume as he takes it down. Careful observation in social service libraries will reveal the fact that most of the readers are students driven by a sharp-eyed nemesis, and that workers from the field-executives in particular, seldom come in. This failure he lays up to the cares of a long day and the need of some recreation in the evening. But that plea is not enough; as a mere excuse it is as lame as that age-old freshman alibi, the draw in the Harvard Bridge. Those who have a will to keep themselves informed, do surely find time for serious reading.

YET reading is not enough. Problems of public welfare are clarified greatly by discussion. The executive who does not keep up with the important conferences in his field soon fades into the background as an initiator of ideas and a developer of efficient and economical methods. He needs the test of criticism from those who know his sort of job. Great corporations call their captains together from the very ends of the earth for frequent conferences that the policies of the organization may be known and the efficiency of its several units improved by an exchange of ideas. This is a need in modern business. It is preeminently so in social work.

Obviously it is the lesser part of efficiency to be able to run the office smoothly. The ablest executive is not one who makes work merely for work's sake. Some secretaries will say, "But I must keep the clerical staff busy else they will grow lazy and maybe insubordinate." This is easily thinkable, but it may be noticed that the best managed offices show loyalty in the force, and a quiet procedure on the day's job without bustle and chatter so common to the idle who are making merely a pretense at industry. The same rule holds with the field staff. Case workers must be trusted to a high degree in the matter of time used and speed on the job. Final results are the only test, and these do not always reveal the whole picture. In either group, the executive who assigns work merely to produce activity marks himself a little fellow on the job.

THE social work executive often shows a weak side in the matter of the business relationship of his office, particularly in the purchase of office supplies and the set-up of annual and other reports. His first need is to realize that he is handling trust money, and that in the spending of it he should use more care even than he would use with his own. With such an appreciation the superintendent of a sizeable orphanage would stop ordering butter by telephone at current rates for the fancy article, say 68 cents per pound, and would consider how he can make the size of his institution and its proximity to other homes pay a dividend by buying jointly at the right season and storing for future use, at say 34 cents including cartage. The secretary of a relief society would pause when sending his annual report to the printer to consider whether his format is the most economical that he can get up for the purposes in mind, and whether the twenty-five dollars which the printer they have always employed contributes each year to the society, is really a guarantee of low prices and good work. Experience with purchasing bureaus shows that savings of 15 to 60 per cent in the cost of annual reports can be made over present individual methods at any time that social agency executives will get together in ordering their printing. The average executive is not keen on savings. He is not familiar with

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

commercial short-cuts. The old way of doing the thing seems good enough.

It is sometimes claimed that a social work executive should be a good money raiser. The thought is ventured here that that task is none of his business. The problem of ways and means is a separate matter—of different nature altogether—from the diagnosis of problems, and the development of sound methods of attacking them. An executive who has to raise the budget as well as execute the functions of his society ends by becoming a student of other men's means, forgetful of other men's necessities. That he should handle the clerical work of money raising through his office where individual financing is followed, is reasonable enough, but the managers should have the duty of approaching the benevolent public for contributions. A board of managers exists primarily for the purpose of providing the sinews of the enterprise and standing sponsor for it before the public. Quite contrary to present practice, therefore, the executive should have no responsibility for the raising of the budget, but should be strictly accountable for its expenditure.

IT is a sorry sight to see the secretary of an enterprise of great worth, in need of expansion, spending his time planning his campaign of attack upon the public and working out the minutiae of a process not related to the real functioning of his society. He has no time to analyze social problems; no opportunity to look ahead; no chance to look backward through research; no time even to look about him in order to gauge the state of the community need for his efforts and to note whither he is tending. It is because social agencies are so largely a pauperized company, standing with upturned eyes and open palms, that those engaged in them are looked upon from other professions as failures or half-competents unable to find a place in the field of industry.

This chap who is called an executive has many obstacles set in his way to high accomplishment. Inattentive oversight of his work by directors leaves him free to waste time in procrastination and idle chatter. An indifferent and ignorant public forgets about him so long as he violates no law. A multiplicity of enterprises, fortuitously developed, stand in the way of rational integration of the community program. Whichever way he turns he must be the builder. He must overcome indifference, neglect, enmity. He must serve Society in spite of odds, with a spirit that cannot be broken.

For that high duty of serving the public welfare, only the best should be chosen. As the philosophy of community service grows with the passing years, this aim will be approached. For the present, social work executives are a job lot. Though we already have some of the best, we are undoubtedly beset by many of the worst. The casual observer watching the procession, sees the child-like incompetent who is long on good intent and short on skill; the devastating personality who foreshadows an early frost; and finally the courageous leader; wherefore he wonders when if ever there will be enough professional substance in the job to make it a desirable life-calling.

This much cannot be gainsaid: to serve Society in a professional capacity calls for vision broad enough to see the confines of that community, to sense its needs and to picture its future. It demands leadership that can capitalize man's native sympathy and other-mindedness for the uses of the whole people. It requires skill in the management of specific enterprises aimed at advancing the public good.

The Community Chest—
A Field for Trained Workers

A six weeks course in Community Chest Administration (policies and technique) will be given by *Ohio State University*, Columbus, O., from *June 21st* to *July 30, 1927*.

The class is limited to twenty, and preference given to persons with social work experience. Expense is low.

Instructors: Allen T. Burns, Am. Ass'n for Comm. Org'n, New York; C. C. Stillman, Grand Rapids Welfare Union; Wilbur F. Maxwell, Harrisburg Welfare Fed'n; Sherman C. Kingsley, Philadelphia Welfare Federation.

For application blanks and further information, write to

AMERICAN ASSOCIATION FOR COMMUNITY ORGANIZATION
215 Fourth Avenue, New York

The University of Chicago
The Graduate School of Social Service Administration

SUMMER QUARTER 1927
First Term: June 20—July 27
Second Term: July 28—September 2

ACADEMIC YEAR 1927-28
Autumn Quarter, October 1—December 23
Winter Quarter, January 3—March 23
Spring Quarter, April 2—June 13

Courses leading to the degree of A.M. and Ph.D. A limited number of qualified undergraduate and unclassified students admitted.

For announcements, apply to Box 55, Faculty Exchange
THE UNIVERSITY OF CHICAGO

THE PENNSYLVANIA SCHOOL OF SOCIAL AND HEALTH WORK
Graduate Training
For *Social Work* and *Public Health Nursing*
Summer Institute—Public Health Nursing Department
July 5—August 13
311 SOUTH JUNIPER STREET
PHILADELPHIA, PA.

SPEAKERS: We assist in preparing special articles, papers, speeches, debates. Expert scholarly service. AUTHOR'S RESEARCH BUREAU. 500 Fifth Avenue, New York.

(In answering advertisements please mention THE SURVEY. *It helps us, it identifies you.)*

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

WHAT DOES JEWISH SOCIAL WORK OFFER AS A CAREER? "(3) . . . *unusual opportunities for leadership* . . ." (See Pamphlet, p. 8).

The Training School for Jewish Social Work

Offers a fifteen months' course of study in Jewish Family Case Work, Child Care, Community Centers, Federations and Health Centers.

Several scholarships and fellowships ranging from $250 to $1500 are available for especially qualified students.

The regular course begins July 5, 1927.

For information, address The Director

THE TRAINING SCHOOL FOR JEWISH SOCIAL WORK

210 WEST 91ST STREET NEW YORK CITY

School of Social Work
SIMMONS COLLEGE

In planning your summer, we call attention to the following opportunities:

SUMMER INSTITUTES IN:

Medical Social Work
Psychiatric Social Work
Psychiatric Method to be used in Children's Work and Family Work

Special course for Teachers in Mental Hygiene as it relates to Education

Dates: July 5—August 12

Individual attention given to each student

Address
THE DIRECTOR
18 Somerset Street, Boston, Massachusetts

JOHNS HOPKINS UNIVERSITY
SOCIAL ECONOMICS

Two-year course leading to M.A. Degree

Preparation for Social Case Work and Social Research

For Social Economics circulars apply to Registrar

JOHNS HOPKINS UNIVERSITY
BALTIMORE, MARYLAND

Over My Desk

A Monthly Talk with Executives

By ELWOOD STREET

Director, Community Council of St. Louis

When the Board Decides

Several successful executives feel that a considerable factor in their satisfactory relationship to the community has been their invariable practice of having decisions, which are likely to be unsatisfactory to the person who is presenting the request, made by the Board of Directors rather than by the executive. Ill will attaches itself to an individual who may turn down a request much more than it does to a board of directors whose corporate nature makes the decision seem impersonal.

These executives, therefore, not only refer to their boards of directors for action any requests of this nature but also have the person making the request appear before the board of directors and present it in person, so that if his request is refused he cannot blame the executive for having failed to be an effective advocate of his proposition. Moreover, the appearance of the person who is making the request before a group of responsible citizens is likely to impress him with the weight and influence of these persons so that he is less likely to make a complaint about the decision if it is unfavorable to his desire than if the executive alone made the decision.

Keeping Board Members in Touch

One social agency that we know has made very effective use of a weekly mimeographed one-sheet bulletin to its board members. In this way the board members are kept informed of the activities of the organization; they are spared more frequent meetings for information than perhaps otherwise would be the case; they are well informed on the progress of the organization, and can act promptly on the issues which come up when meetings are held. Being well informed, their interest in the organization is kept up and they are able in their contacts with other groups to interpret the work of the organization more effectively.

This particular bulletin is chiefly prepared by the staff members themselves who are requested by the executive to write brief paragraphs of interesting items of their activities which they think would be interesting to the board members. The material is compiled, edited, and made into the bulletin.

Another executive requires weekly reports from his executives of the things they have done. This material in turn is edited and made into a mimeographed "confidential bulletin."

Visualizing Work for the Staff

The "Little Schoolmaster" of Printer's Ink fame has the following suggestion which might well be applied to social agencies and executives with staffs of some size:—

"A most novel idea in connection with vitalizing salesmen is the product of an energetic sales manager whose staff of some forty men are supplied, every three months, with a written record of their individual activities covering that period.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

"A secretary attends to this work, concentrating upon it to the exclusion of everything else. Thus, at the expiration of the time, there goes to each man a very comprehensive visualized panorama of what he has been doing, its results in dollars and cents to the firm and his progress or his decline.

"No attempt is made to comment upon these records. They are impersonal and exact; they merely undertake to give the salesman what he has not interpreted for himself; a humanized picture of his own activities.

"These records are not intended as either a bludgeon or a reprimand. The sales manager merely wishes to have the salesman know exactly what he is accomplishing. And, oddly enough, men are apt to lose the correct sense of perspective in this regard. Some think they are doing better than they actually are; others feel somewhat discouraged when there really is no reason for it."

How to Address Letters

Leon W. Frost, superintendent of the Children's Aid Society of Detroit, has a good idea about official letters from one social agency to another. He says: "Address letters to the organization itself 'attention of' the individual, and not to the individual personally. This saves forwarding by the Post Office when the worker has left for another position and much confusion and delay are thus avoided." Mr. Frost comments that this procedure is not being followed by some social agencies which he knows.

Intensive Work on the Lists

Miss Elizabeth H. Speed, office manager of the Louisville, Kentucky, Community Chest, says she has found much profit in having a competent clerk read the society columns in all of the daily papers each day and make notes when people have changed their residences. The clerk also goes over these same papers and looks out for notices of removal of firms so that changes in address may be made in the prospect list. When a firm moves its offices the clerk finds out from the city directory the names of the officers connected with that firm and moves them too.

Don't Waste Time Dictating

So tremendous are the savings in time and effort and the conveniences made possible by use of dictating machines that I am astonished to see how many social agencies still adhere to the old system of having dictating handled by stenographers. The use of a dictating machine makes it possible for the dictator to carry on his dictation before office hours, at the noon hour, after office hours, on holidays or Sundays, and at times when the stenographer is occupied in work for other people. The stenographer or dictating machine operator can continue her transcription of the dictation or attend to secretarial duties with a saving of all the time which otherwise would be spent in taking dictation and is not forced to wait while the dictator answers the telephone, collects his notes, or organizes his ideas.

As one who uses a dictating machine I find that I can compose my material much better if I do not have the feeling that I must hurry and conserve the time of a stenographer whose time is valuable and who is waiting as I hesitate over the correct word, phrase or idea.

I have used both the most extensively advertised dictating machines, namely the Ediphone and the Dictaphone, and have found both entirely

(*Continued on page* 235)

SOCIAL workers, teachers, nurses, ministers, and theological, medical and law students, who can spend six or twelve weeks of summer study in reviewing developments in the technique and viewpoint of modern social work, will find such training valuable in preparation for more effective service. ❦ ❦ Two six-week terms, beginning June thirteenth and July twenty-fifth, comprise the Summer Quarter, which is attended also by the regular students of the School.

The New York School of Social Work
107 East Twenty-Second Street
New York

Smith College School
for
Social Work

Fellowships paying all expenses, internships providing maintenance, and numerous scholarships are available to properly qualified students who desire to enter the field of social work, child guidance, juvenile courts, visiting teaching, and psychiatric social work. Graduates of accredited colleges eligible for the degree

MASTER OF SOCIAL SCIENCE

Summer session for experienced social workers

For information address

THE DIRECTOR

College Hall 8, Northampton, Massachusetts

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

GOSSIP: of People and Things

Brooklyn Wins

PHILADELPHIA'S loss is Brooklyn's gain. Dr. I. M. Rubinow, for years the executive director of the Jewish Welfare Society of Philadelphia, and a nationally known authority on social welfare, has resigned to accept the invitation of the board of directors of the Brooklyn Federation of Jewish Charities to become their executive director. The Philadelphia Society has expressed its official regrets at the loss the city will suffer through Dr. Rubinow's departure. He will take up his work in Brooklyn as soon as a successor can be found for the Philadelphia position.

Miscellaneous

DR. RUTH WEILAND, Ph.D., of the Berlin Red Cross is lecturing for a month at the School of Civics and Philanthropy, Chicago University, and will then go to the National Conference of Social Work at Des Moines.

CHARLES E. MINER, executive secretary of the Missouri Social Hygiene Association, has been elected chairman of the St. Louis Chapter of the American Association of Social Workers. Miss Edith M. Baker, director of the St. Louis Hospital Social Service, has been elected vice-chairman; Miss Marguerite L. Grolton, director of the Home Service Department, St. Louis Chapter Red Cross, secretary; and Miss Angela Cox, district superintendent of the St. Louis Provident Association, treasurer.

THE CONVENTION of the Boys' Club Federation, International, at Syracuse, May 23-26, will feature, as a delegate from the National Association of Boys' Clubs of the British Isles, P. W. Johnston, in charge of Webbe Institute, which is a department of Oxford House, Bethnal Green, London. C. J. Atkinson, executive secretary of the Boys' Club Federation, is going to the convention of the National Association of Boys' Clubs of the British Isles, in London, June 17-19—their first meeting.

THE TWENTY-THIRD MEETING of the National Tuberculosis Association will be held at the Claypool Hotel, Indianapolis, May 23-26, 1927.

WALTER H. THORNTON, Ph.D., has been elected general manager and secretary of the Los Angeles Community Chest, effective June 1. Mr. Thornton succeeds George M. Babcock. The Chest has raised $2,650,000 for 1927.

Elections and Appointments

MRS. L. R. BAKER, formerly superintendent of the Young Women's Community Club, Evanston, Ill., as director of the Big Sister Department of the Women's Co-Operative Alliance, Minneapolis, Minn.

HELEN BECKLEY, formerly with the Denver Tuberculosis Society, as executive secretary of the American Association of Hospital Social Workers.

ALIDA BOWLER, as head of the Personal Relations Department of the Los Angeles Police Department.

MRS. FLORENCE B. BREED, as office secretary, Indiana Tuberculosis Association.

MARGARET S. BRIDGE, formerly Head Resident, Gads Hill Center, Chicago, as executive secretary of the Women's Co-Operative Alliance, Minneapolis, Minn.

SELINE COOK, as social worker, Berkeley (Calif.) Health Center.

NAN A. COX, as supervisor, Public Health Nursing Service, Department of Public Welfare, Knoxville, Tenn.

EDNA DUERR, as executive secretary, Floyd Co. Tuberculosis Association, New Albany, Ind.

MRS. ROBBINS GILMAN, formerly executive secretary of the Women's Co-Operative Alliance, Minneapolis, Minn., as general secretary of that organization.

RENA HAIG as assistant director of Home Hygiene and Care of the Sick in the Midwestern Branch Office of American Red Cross.

MAUD HALL, formerly supervisor, Instructive Visiting Nurse Society, Washington, D. C., as director, Visiting Nurse Association, Holyoke, Mass.

WILLIAM FORD HIGBY, as secretary, Department of Social Work, San Francisco (Calif.) Community Chest.

EUGENIA JOERNS, R.N., as city school nurse, in Bend, Ore.

THOMAS J. KEHOE as liaison representative at the New York Veterans Bureau Regional Office. Mr. Kehoe was a member of the Red Cross staff in Florida following the disaster.

EDITH SHATTO KING, to be in charge of the Information Bureau, New York Welfare Council, giving half time to it, and continuing on half time her work with the Charity Organization Society.

MRS. THEODORE S. LEE as secretary of Department of Social Relations, Congregational Education Society, acting with Hubert C. Herring. Anna Estelle May, who formerly filled the position, has married.

PAUL MEINAM, as secretary, San Francisco (Calif.) Tuberculosis Association.

DIANA G. MILLIGAN, as superintendent of nurses, Knickerbocker Hospital, New York City.

GLADYS OAKEY, formerly with the Family Welfare Association, Springfield, Mass., as general secretary, Associated Charities, Newburgh, N. Y.

ANNA C. PHILLIPS, R.N., formerly associated with Dr. Haven Emerson in his health and hospital surveys, as associate director of field service, American Public Health Association.

JESSIE PRISCH, director, summer session for school nurses, Pennsylvania State College, Pa.

FREDA A. RIDGLEY, as social worker at the National Sanatorium, Marion, Ind.

CLARA B. RUE, as educational director, Public Health Nursing Association, Louisville, Ky.

MRS. MARGUERITE SHOOK, as executive secretary, Ft. Wayne Anti-Tuberculosis League, Ind.

MRS. CORA V. SHUMAN, formerly with the Children's Aid Society of Pennsylvania and more recently on the Red Cross staff in Florida following the disaster, as field representative for Southern Oklahoma, American Red Cross.

ROBERT D. SKELTON as Life Saving Field Representative, Midwestern Branch, A.R.C. Mr. Skelton was the 1925 Olympic breast stroke champion and is an exxaminer in the life Saving Corps.

MARY HELEN SMITH, formerly assistant superintendent, County Children's Agencies Department, C. C. A. A., as assistant secretary of the Westchester County Children's Association, which is the Westchester County Children's Committee of the State Charities Aid Association.

MARGARET K. STACK, as executive secretary of the Graduate Nurses' Association of Connecticut.

EDITH STANTON, as executive secretary, Y.W. C.A., Asilomar, Calif.

MARIE SWANSON, as health educator of county schools, Currituck, N. C.

FRANK E. SUTCH, formerly superintendent of recreation in Scranton, Pa., as executive secretary of the Chester Co. (Pa.) Health and Welfare Council, West Chester.

CATHERINE W. TAYLOR, as registrar, Social Service Exchange, Reading, Pa., succeeding Mrs. Louise E. Miles.

EVA E. VEIRS, formerly secretary, Social Service League, Jacksonville, Ill., as secretary of Social Service Department, Civic League, Bay City, Mich.

ETHEL WARD, formerly secretary Associated Charities, Newburgh, N. Y., as district secretary in Queens, Long Island.

MRS. GRACE WATERMAN, formerly a member Social Service Department, Berkeley (Calif.) Health Center, as chief of social service, Alamada County (Calif.) hospitals.

BESSIE WILLIAMS, as public health nurse, Lane Co. Public Health Association. Miss Williams is a graduate of the Good Samaritan Hospital in Portland. She has had two years university training for public health nursing at the University of Washington.

MRS. MARGARET WELLS WOOD, formerly executive secretary, Hospital Social Service Association, New York City, as special lecturer in the parent-teacher field on the staff of the American Social Hygiene Association.

MARTHA WOOD as chapter correspondent, National Headquarters, A.R.C., Washington, D. C.

Resignations

MABLE EISAMAN, R.N., attached to the full time county health unit in Coos County, has left for her home in Pennsylvania.

ELLEN L. HINE, as recreation worker, U. S. Veterans Hospital, Aspinwall, Pa.

LAURA PORTER, as field representative, National Headquarters, A.R.C., to accept a position with the U. S. Public Health Service, Staten Island, N. Y.

HARRY M. SHULMAN, as assistant psychologist, Jewish Board of Guardians, following a six months leave of absence as research worker, N. Y. State Crime Commission, where he was engaged in community studies.

LITERATURE

CHILD HEALTH IN SMALL COMMUNITIES—Bulletins describing the Commonwealth Fund child health demonstrations—two in small cities, two in rural counties. No. 1, Program and Policies. No. 2, Marion County, Ore. No. 3, Athens, Ga. No. 4, Progress Report. Mailed free on application to Director of Publications, Room 1648, 370 Seventh Avenue, New York.

THE SCHOOL PARENT—Keeps in touch with events in the New York Public Schools and Parents Associations weekly in The School Parent. Send subscription price of $1.00 to the United Parents Association of Greater New York, 152 W. 42nd Street, New York City.

FOURTEEN IS TOO EARLY: SOME PSYCHOLOGICAL ASPECTS OF SCHOOL-LEAVING AND CHILD LABOR—by Raymond G. Fuller, published by the National Child Labor Committee, 215 Fourth Avenue, New York City, price 35 cents.

UP-TO-DATE CHILD LABOR PUBLICATIONS—Child Labor Facts, 1927; Selected Bibliography on Child Labor (1920-1927); Children Working in Missouri, 1927. Price 10 cents each. National Child Labor Committee, 215 Fourth Avenue, New York City.

EAST BY WEST—A special number of Survey Graphic devoted entirely to an interpretation of the Japanese and Chinese in America and at home. An excellent background for the newspaper despatches of today. Original price 50 cents—now 25 cents a copy. Survey Graphic, 112 E. 19th St., New York.

A BIBLIOGRAPHY ON PSYCHOLOGY—by Helen G. Estey, Gardner, Mass. 69 pages, $1.00 a copy. Obtained of author at Gardner, Mass.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

(*Continued from page* 233) satisfactory. Where several people each do a small amount of dictation the use of the dictating machine can be scheduled and the machine can be trundled from one to the other so that each can do his dictation; while one stenographer or secretary can handle the dictation for all of the dictators.

Wholesale Buying

Inquiry has developed the fact that many institutions have not yet discovered that they can buy supplies direct from the wholesaler instead of through the corner grocer or the retail store. Wholesale groceries are almost invariably glad to deliver goods to social agencies and the same is true of wholesalers and even of jobbers in other fields. Savings of ten to twenty-five percentage over retail prices can often be made in this way.

WHO COMMITS SUICIDE?

(*Continued from page* 201)

a previous system of moral values, a previous galaxy of hopes, against which to measure present troubles. It is this comparison, this failure of the present to fulfill the hopes and desires of the past, which leads to despair and the wish to end an unendurable struggle.

While one factor in suicide is personal disorganization or maladjustment—the inability to find in the social environment fulfillment for fundamental needs and interests—another important influence is the attitude which people develop toward suicide as a favorable solution of their troubles. Suicide is a way of adjusting to difficulties. People develop typical reactions to difficulties: some sink into day-dreams as a substitute for a real adjustment; some move to another community to make a new start; some drown their sorrows in drink; some find solace in religion; some develop psychoses; some stick to the difficulty and work out the solution in new types of relationships and new goals. Once established, a type of adjustment may become a habit with a person and be utilized with each succeeding difficulty. There is ample evidence from life histories and diaries of people who have committed or attempted suicide that wishes for death and attempts at suicide may arise upon the occasion of every difficulty, until some particularly severe crisis leads to a successful attempt at suicide and death is the result.

The point has already been made that child-suicide is not a menace in this country. In childhood, however, an attitude may be developed which later leads to suicide. University students and public school teachers were asked to fill out questionnaires regarding wishes for death. Four-fifths of those replying had wished at some time that they were dead, always at a crisis or when life did not satisfy their cravings. A number of persons listed instance after instance in which they had felt the desire for death. Others had developed a generalized attitude from these experiences and said that it was justifiable for the aged, sick or troubled to commit suicide.

That suicide is in part the result of a previous attitude toward death as a favorable solution of difficulties is evident also from the records of suicides. In Chicago in 1923, 391 suicides occurred. Of these, 79, or 20.4 per cent, had previously expressed a suicidal tendency or had attempted suicide unsuccessfully. How many more had thought of suicide without expressing their wishes to family or friends it is impossible to say.

It appears then that suicide is a corollary of two factors: personal disorganization and a favorable attitude toward suicide. It is found most frequently where disorganization is

(*Continued on page* 237)

UNION THEOLOGICAL SEMINARY

TWO TEN DAY SUMMER CONFERENCES

CONFERENCE ON CITY CHURCH WORK

June 7 to 17, 1927

For Pastors and Staff Workers. Ten days of Group Study of Perplexing Problems of the City Church, such as: The Church and its Constituency; The Church and the Industrial and Foreign Language Groups; The City Mind and its Significance for the Church. Among the Lecturers and Leaders are, Charles Stelzle, Rev. C. C. Webber, Prof. Adelaide T. Case, Prof. H. N. Shenton, Henry Busch.

MID-SUMMER CONFERENCE FOR MINISTERS

July 12 to 22, 1927

Six Courses of Five Lectures each on General Theological Subjects, Preaching, and Youth and the Church, by such leaders as Dr. Harry Emerson Fosdick, Prof. A. B. Macaulay of Glasgow, Rev. Percy R. Hayward of Chicago, Prof. Eugene W. Lyman, Prof. Ernest F. Scott.

Interdenomination Fellowship. Dormitory Residence. Observation trips to Centers of Religious and Social Work.

For full particulars, write

PROF. GAYLORD S. WHITE, *Director*

3041 Broadway New York City

HOUSES SUPPLYING INSTITUTIONAL TRADE

Dry Goods

FREDERICK LOESER & CO.

484 Fulton Street Brooklyn, N. Y.

Groceries

SEEMAN BROS.

Hudson and North Moore Streets New York

Electric Clock System

LOCKWOOD & ALMQUIST, Inc.

501 Fifth Avenue New York City

For Social Workers

And All Who Are Interested in Community Health Programs

An attractive combination offer is now possible

THE SURVEY—twice-a-month (including Survey Graphic).

The ideal magazine for social workers. The indispensable medium for information on social welfare and progress. Regularly $5.00 a year.

THE PUBLIC HEALTH NURSE—monthly.

The magazine for public health nurses and for workers in allied groups. The official publication of the National Organization for Public Health Nursing. Regularly $3.00 a year.

$5.50 for both

Whether or not you are a lay or nurse member of the N.O.P.H.N. this bargain offer is for you, provided you are a new subscriber to either magazine.

This coupon entitles you to the big saving. Mail it today. Pay later if you wish, but enclose your check if possible and have it over with.

THE PUBLIC HEALTH NURSE, 370 Seventh Ave., New York.

Enter me for a year of The Public Health Nurse and The Survey. I enclose $5.50 (or will send within 30 days after receipt of bill).

Name .....

Address .....

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

DIRECTORY OF SOCIAL AGENCIES

AMERICAN ASSOCIATION FOR OLD AGE SECURITY—Aim: To promote through legislation adequate provisions for the dependent aged in the United States. Bishop Ethelbert Talbot, president. A. Epstein, executive secretary. Box 1001, Harrisburgh, Pennsylvania.

AMERICAN BIRTH CONTROL LEAGUE—President, Margaret Sanger, 104 Fifth Avenue, New York City. Objects: To educate American people in the various aspects of the dangers of uncontrolled procreation; to establish centers where married persons may receive contraceptive advice from duly licensed physicians. Life membership $1.00; Birth Control Review (monthly magazine) $2.00 per year.

AMERICAN HOME ECONOMICS ASSOCIATION—Alice L. Edwards, executive secretary, 617 Mills Bldg., Washington, D. C. Organized for betterment of conditions in home, school, institution and community. Publishes monthly Journal of Home Economics: office of editor, 617 Mills Bldg., Washington, D. C.; of business manager, 1211 Cathedral St., Baltimore, Md.

AMERICAN SOCIAL HYGIENE ASSOCIATION—370 Seventh Ave., New York. To provide a better understanding of the social hygiene movement; to advance sound sex education; to combat prostitution and sex delinquency; to aid public authorities in the campaign against the venereal diseases; to advise in organization of state and local social-hygiene programs. Annual membership dues $2.00 including monthly journal.

AMERICAN SOCIETY FOR THE CONTROL OF CANCER—Dr. George A. Soper, managing director, 25 West 43rd Street, New York. To collect, collate and disseminate information concerning the symptoms, diagnosis, treatment and prevention. Publications free on request. Annual membership dues, $5.00.

AMERICAN WOMEN'S HOSPITALS (O.S.)—(Organized, 1917)—637 Madison Avenue, New York. Chairman; Esther Lovejoy, M. D., Treasurer; Mathilda K. Wallin, M. D. Conducts hospitals and food stations for refugees in Greece, and medical centers in Macedonia and Western Thrace. Continuing assistance to medical work in France, Serbia, Russia and Japan.

ASSOCIATED GUIDANCE BUREAU, INC.—16 East 53rd Street, New York, Telephone: Plaza 9512. A non-sectarian, non-philanthropic child guidance bureau, employing highest social work standards. Supplies, trains, and supervises carefully selected governesses, tutors, companions, play leaders, and psychiatric nurses. For information address Jess Perlman, Director.

THE BOY CONSERVATION BUREAU—90 West Broadway. Suggests all-the-year-round Home Schools for needy boys. Tel. Walker 0313. E. W. Watkins, Exec. Sec'y.

CHILD WELFARE COMMITTEE OF AMERICA, Inc.—730 Fifth Avenue, New York. To secure home life for normal dependent children in preference to institutions; to secure Mothers Allowance laws in states having none; to urge adequate appropriations for home aid; to promote proper laws affecting adoption, boarding out and placing out of dependent children; to aid in the enforcement of these laws. States Council of Committee comprises volunteer representatives in practically every state. Sophie Irene Loeb, President; Governor Alfred E. Smith, Honorary President; Margaret Woodrow Wilson, First Vice-President; Edward Fisher Brown, Executive Secretary.

CHILD WELFARE LEAGUE OF AMERICA—C. C. Carstens, director. 130 E. 22nd Street, New York City. A league of children's agencies and institutions to secure improved standards and methods in their various fields of work. It also cooperates with other children's agencies, cities, states, churches, fraternal orders and other civic groups to work out worth-while results in phases of child welfare in which they are interested.

THE CHILDREN'S VILLAGE, INCORPORATED—Dobbs-Ferry-on-Hudson, New York. A national, non-sectarian training school scientifically equipped for the study, education and development of problem boys and girls, on commitment and by private arrangement—ages 7 to 16. Supported largely by voluntary contributions. For further information address Leon C. Faulkner, Managing Director.

COUNCIL OF WOMEN FOR HOME MISSIONS—105 East 22d St., New York. Florence E. Quinlan, Executive Secretary. Composed of 23 Protestant national women's mission boards of the United States and Canada. Purpose: To unify effort by consultation and cooperaton in action.

Work amoog Farm and Cannery Migrants, Summer service for college students, Laura H. Parker, Executive Supervisor.

Religious Work Directors in Government Indian Schools.

Bureau of Reference for Migrating People, follow-up of New Americans.

EYE SIGHT CONSERVATION COUNCIL OF AMERICA—L. W. Wallace, President; Guy A. Henry, General-Director, Times Bldg., New York. Conducts a national educational campaign to promote eye hygiene. Urges correction of eye defects, protection against hazards, proper lighting. Comprehensive publications—lantern slides—lecture material. Cooperation of social agencies invited.

FEDERAL COUNCIL OF THE CHURCHES OF CHRIST IN AMERICA—Constituted by 28 Protestant communions. Rev. C. S. Macfarland and Rev. S. M. Cavert, Gen. Sec's; 105 E. 22nd St., N. Y. C.

Dept. of Research and Education, Rev. F. E. Johnson, Sec'y.

Commissions: Church and Social Service, Rev. W. M. Tippy, Sec'y; International Justice and Goodwill: Rev. S. L. Gulick, Sec'y; Church and Race Relations: Dr. G. E. Haynes, Sec'y.

Neighbors

"GOD made us neighbors," said Senator William E. Borah in speaking of Mexico, "let justice make us friends."

God has made you a neighbor, too—a neighbor to people who think and act, often, in ways that are incomprehensible. Men and women whose religion differs from yours, who are political heretics, whose social standards reek of 1890.

Yet social justice can make such neighbors into friends you'll be proud of and who will be proud of you.

Four thousand men and women who meet together this month at the National Conference of Social Work in Des Moines, have consecrated their lives to the doctrine of social justice and to its application in the neighborhoods of the land.

Compared with the size of the task, they are but a nucleus. They need you, too. Not your passive approval, but your active support, as well. If you cannot come to Des Moines, at least send in your membership to the National Conference of Social Work (listed above).

GIRLS FRIENDLY SOCIETY IN AMERICA—15 East 40th Street, New York. Girls and women working together to uphold Christian standards of daily living in the home, in the business world, and in the community. Numbers nearly 60,000, with branches in 44 states.

HAMPTON INSTITUTE—Prepares Negro youth for community usefulness. Collegiate courses; Agriculture, Normal, Business, Builders, Library, and Home Economics. Publishers of the SOUTHERN WORKMAN. Free material on race problems and education. James E. Gregg, Principal.

JOINT COMMITTEE ON METHODS OF PREVENTING DELINQUENCY—Graham Romeyn Taylor, executive director, 50 East 42nd Street, New York. To promote the adoption of sound methods in this field, with particular reference to psychiatric clinics, visiting teacher work, and training for these and similar services; to conduct related studies, education and publication; and to interpret the work of the Commonwealth Fund Program for the Prevention of Delinquency.

NATIONAL BOARD OF THE YOUNG WOMEN'S CHRISTIAN ASSOCIATIONS—Mrs. Robert E. Speer, president; Miss Mabel Cratty, general secretary, 600 Lexington Avenue, New York City. This organization maintains a staff of executive and traveling secretaries to cover work in the United States in 1,034 local Y. W. C. A.'s on behalf of the industrial, business, student, foreign born, Indian, Colored and younger girls. It has 159 American secretaries at work in 49 centres in the Orient, Latin America and Europe.

NATIONAL CHILD LABOR COMMITTEE Wiley H. Swift, acting general secretary, 215 Fourth Avenue, New York. To improve child labor legislation; to conduct investigation in local communities; to advise on administration; to furnish information. Annual membership, $2, $5, $10, $25 and $100 includes monthy publication, "The American Child."

NATIONAL CHILD WELFARE ASSOCIATION, INC. (est. 1912, incorp. 1914), 70 Fifth Ave., N. Y. C. (tel. Chelsea 8774). Promotes as its chief object the building of character in the children of America through the harmonious development of their bodies, minds, and spirits. Its method is, in cooperation with other organizations, to originate and disseminate educational material in the form of posters, books, bulletins, charts, slides, and insignia. Through its "Knighthood of Youth" it provides homes, schools and church schools with a method of character training through actual practice. Officers: Dr. John H. Finley, Pres.; Charles F. Powlison, Gen. Sec'y.

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feeblemindedness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly. $.50 a year.

NATIONAL COMMITTEE FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, managing director; Mrs. Winifred Hathaway, associate director; Dr. B. Franklin Royer, medical director, and Miss Eleanor P. Brown, secretary; 370 Seventh Ave., New York. Objects: To furnish information, exhibits, lantern slides, lectures, personal service for local organizations and legislation, publish literature of movement—samples free, quantities at cost. Includes New York State Committee.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

DIRECTORY OF SOCIAL AGENCIES

THE NATIONAL COMMITTEE FOR MENTAL HYGIENE, INC.—Dr. William H. Welch, honorary president; Dr. Charles P. Emerson, president; Dr. Frankwood E. Williams, medical director; Dr. Clarence J. D'Alton, executive assistant; Clifford W. Beers, secretary; 370 Seventh Avenue, New York City. Pamphlets on mental hygiene, mental and nervous disorders, feeblemindedness, epilepsy, inebriety, delinquency, and other mental problems in human behavior, education, industry, psychiatric social service, etc. "Mental Hygiene," quarterly, $3.00 a year; "Mental Hygiene Bulletin," monthly, $.50 a year.

NATIONAL COMMITTEE FOR THE PREVENTION OF BLINDNESS—Lewis H. Carris, managing director; Mrs. Winifred Hathaway, associate director; Dr. B. Franklin Royer, medical director, and Miss Eleanor P. Brown, secretary; 370 Seventh Ave., New York. Objects: To furnish information, exhibits, lantern slides, lectures, personal service for local organizations and legislation, publish literature of movement—samples free, quantities at cost. Includes New York State Committee.

NATIONAL CONFERENCE OF SOCIAL WORK—John A. Lapp, president, Chicago, Ill.; Howard R. Knight, secretary, 277 E. Long St., Columbus, Ohio. The conference is an organization to discuss the principles of humanitarian effort and to increase the efficiency of social service agencies. Each year it holds an annual meeting, publishes in permanent form the Proceedings of the meeting, and issues a quarterly Bulletin. The fifty-fourth annual meeting of the Conference will be held in Des Moines, Iowa, May 11-18, 1927. Proceedings are sent free of charge to all members upon payment of a membership fee of five dollars.

NATIONAL CONGRESS OF PARENTS AND TEACHERS—Mrs. A. H. Reeve, President, Mrs. A. C. Watkins, Executive Secretary, 1201 Sixteenth Street, N. W., Washington, D. C. To develop cooperation between home and school, and an informed public opinion which will secure highest advantages for all children.

NATIONAL COUNCIL OF WOMEN—370 Seventh Ave., N. Y. C. Clearing house for 35 women's organizations. Valeria H. Parker, M.D., President.

NATIONAL COUNCIL, CHURCH MISSION OF HELP—1133 Broadway, New York. Agency of the Episcopal Church dealing with problems of unadjusted youth through social case work method. Fifteen units have been established, maintaining staffs of trained case workers in nine states.

NATIONAL HEALTH CIRCLE FOR COLORED PEOPLE, Inc.—370 Seventh Avenue, New York City. Col. Theodore Roosevelt, Honorary President; Dr. Jesse E. Mooreland, Pres.; Dr. George C. Booth, Treasurer; Miss Belle Davis, Executive Secretary.

To organize public opinion and support for health work among colored people.

To create and stimulate health consciousness and responsibility among the colored people in their own health problems.

To recruit, help educate and place young colored women in public health work.

Work supported by memberships and voluntary contributions.

THE NATIONAL TRAINING SCHOOL FOR INSTITUTION EXECUTIVES AND OTHER WORKERS—At the Children's Village, Dobbs-Ferry-on-Hudson, New York. To furnish adequate training to properly qualified people wishing to engage in, or already engaged in, institution work. Provide opportunity for carefully guided study in all phases of institution management and activity. Aims to furnish a trained personnel for child caring Institutions. The first and only school of its kind in the country. For further information address Calvin Derrick, Dean.

NATIONAL URBAN LEAGUE—For social service among Negroes. L. Hollingsworth Wood, pres.; Eugene Kinckle Jones, exec. sec'y; 127 E. 23rd St., New York. Establishes committees of white and colored people to work out community problems. Trains Negro social workers. Publishes "Opportunity"—a "journal of Negro life."

NATIONAL WOMAN'S CHRISTIAN TEMPERANCE UNION—Anna A. Gordon, president; Headquarters, 1730 Chicago Avenue, Evanston, Illinois. To secure effective enforcement of the Eighteenth Amendment, to advance the welfare of the American people through the department of Child Welfare, Women in Industry, Social Morality, Scientific Temperance Instruction, Americanization and other allied fields of endeavor. Official publications "The Union Signal" published at Headquarters.

NATIONAL WOMEN'S TRADE UNION LEAGUE—Mrs. Raymond Robins, honorary president; Miss Rose Schneiderman, president; 247 Lexington Ave., New York; Miss Elizabeth Christman, secretary, 311 South Ashland Blvd., Chicago, Ill. Stands for self-government in the work shop through organization and also for the enactment of industrial legislation. Information given.

PLAYGROUND AND RECREATION ASSOCIATION OF AMERICA—315 Fourth Avenue, New York City. Joseph Lee, president; H. S. Braucher, secretary. Special attention given to organization of year-round municipal recreation systems. Information available on playground and community center activities and administration.

THE RELIGIOUS MOTION PICTURE FOUNDATION, Inc.—William E. Harmon, Pres.; W. Burke Harmon, Vice-Pres.; Mary Beattie Brady, Treas.; Estelle Merrill, Sec.; 140 Nassau Street, New York. Producers and distributors of simple, short motion pictures designed strictly for church use as part of a regular service. One of the activities of the Harmon Foundation.

RUSSELL SAGE FOUNDATION—For the Improvement of Living Conditions—John M. Glenn, dir.; 130 E. 22nd St., New York. Departments: Charity Organization, Delinquency and Penology, Industrial Studies, Library, Recreation, Remedial Loans, Statistics, Surveys and Exhibits. The publications of the Russell Sage Foundation offer to the public in practical and inexpensive form some of the most important results of its work. Catalogue sent upon request.

ST. ANDREW'S REST, Woodcliff Lake, N.J., is conducted by the Episcopal Sisters of St. John Baptist for convalescent or tired girls and women. Season, May 15 to October 1. Apply to Sister in Charge. Telephone, Park Ridge 152. (Country Branch of St. Andrew's Convalescent Hospital, N. Y. C.)

TUSKEGEE INSTITUTE—An institution for the training of Negro Youth; an experiment in race adjustment in the Black Belt of the South; furnishes information on all phases of the race problem and of the Tuskegee idea and methods; Robert R. Moton, principal; W. H. Carter, treasurer; A. L. Holsey, secretary, Tuskegee Institute, Ala.

WORKERS' EDUCATION BUREAU OF AMERICA — a cooperative Educational Agency for the promotion of Adult Education among Industrial Workers. 476 West 24th Street, New York City. Spencer Miller, Jr., Secretary.

(*Continued from page* 235)

most rife; it is not found to any marked degree in highly organized social groups where the individual is carefully incorporated into the group, his needs defined for him and fulfillment provided. It is found also where there is a generally accepted attitude that suicide is justifiable, commendable, or within the right of the individual.

The control of suicide seems to lie either in giving the individual some firm and systematic outline of the interests of a full life and a means of satisfying them, or in making suicide repulsive. Practically considered, either proposal seems almost impossible. The trend today is toward more and larger cities—cities whose rapid growth makes it impossible to draw all the eager, seeking, city-drawn people into organized group life. The old appeal that suicide was of the devil, and hence abhorrent, rested on a type of religion now practically extinct and totally out of harmony with present trends of thought. The newer gospel of social duty is not yet of sufficient appeal to act as a deterrent. The appeal of duty to a small, intimate group, such as one's family, fails when the cause for suicide is seen often to lie in the very fact that the person committing suicide has been torn loose from such groups. Few would advocate a return to the simple communal life or the strictures of medieval religion, nor could this backward turn be made if we wished. Change, city growth, and the concomitant of suicide are here to be reckoned with.

There is hope in an expansion of several trends in city life, among them an extension of mental hygiene clinics to catch disorganized people before they reach the drastic stage of suicide. Many clinics now treat only children; the high suicide-rate of adults would justify clinics for adults as well.

Preventive rather than remedial work lies in organized clubs to draw in the lonely and distraught and give them guidance and companionship.

More fundamental is the need, already dimly seen, to place the emphasis in education not on the accumulation of facts or the development of highly refined but hard-to-satisfy interests, but on the development of a type of personality which is able to analyze and see clearly the difficulties of life and has at the same time the courage and ideals needed to surmount them. So far there has been over-emphasis on the first of these qualities—the ability to be objective toward oneself—often with the distressing result that life has ceased to have value. The balance lies in giving to young people positive values and the courage to persevere.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED

CLASSIFIED ADVERTISEMENTS

WORKERS WANTED

CAPABLE and experienced teacher for Sewing and Handcraft Classes in a large Settlement. Resident position. To report any time before October 1st. 5831 SURVEY.

BY JUNE 1st. Social Case Worker, College graduate at Institution for dependent children. Must have had experience in both family and children's case work. Knowledge of how to plan child's welfare program in institution essential. 5818 SURVEY.

SETTLEMENT of New York City invites applications from Jewish men of experience for directorship of boys work. 5819 SURVEY.

WANTED: Woman with successful executive experience, as business manager, to supervise household management, buildings, grounds, and expenditures of a Girls' Boarding School. Write fully, stating training, experience, salary required, and when available. 5821 SURVEY.

HEBREW Orphans' Home has vacancy for a boys' supervisor. State qualifications, age, references. Address Supt., 142 Fairfield Avenue, Hartford, Conn.

DIRECTOR for pre-kindergarten school, wanted for July 1. Only college graduates who have also graduated from a full pre-kindergarten course together with ample experience in the field need apply. Write stating age, experience and colleges attended. Excellent salary offered. Benedict Gorowitz, Superintendent, Abraham Lincoln House, Milwaukee, Wisconsin.

GRADUATE NURSES, dietitians, laboratory technicians for excellent hospital positions everywhere. Write for free book now. Aznoe's Central Registry for Nurses, 30 N. Michigan Ave., Chicago, Illinois.

WORKERS WANTED

WANTED: Two men, one boys' worker, and an athletic director for New York settlement. Afternoons and evenings or evenings only to begin end of September. 5830 SURVEY.

WANTED: Young woman with experience, good taste and judgment, as private secretary to the Principal of a Girls' Boarding School. College Graduate preferred. In letter of own typing state training, experience, interests, and when available. 5823 SURVEY.

WANTED: Assistant headworker for settlement house in New York City. Must understand girls' work. Address 5829 SURVEY.

ASSISTANT HEADWORKER and director of girls' work for a Jewish Settlement in New York. Experience essential. Dramatic or handcraft training required. 5826 SURVEY.

WANTED: Case Worker to serve as secretary of well established county organization in Iowa. Apply 5828 SURVEY. For personal interview at Des Moines Conference, phone Drake 3033.

CHAPERON WANTED: Jewish Sorority at a state university desires a refined, well-educated, middle-aged woman, not over fifty years, to act as chaperon and house mother. Congenial surroundings in a university town. 5832 SURVEY.

COOPERATIVE PLACEMENT SERVICE. Social workers, secretaries, superintendents, matrons, housekeepers, dietitians, cafeteria managers. The Richards Bureau, 68 Barnes Street, Providence, R. I.

BOY SCOUTS OF AMERICA need men with leadership and administrative ability and experience for executive positions. Thirty-day Training Schools before or after placement. Further information BOY SCOUTS OF AMERICA, 200 Fifth Avenue, New York.

Attention Social Workers!

Positions open now for

Executive Secretary, Council of Social Agencies, East. $3,000.

Child Placing Executive, East. $2,400.

Child Welfare workers (3), East. $1,800-$2,200.

Psychiatric workers, (2) behavior problems, adolescent girls, Mid-West. $1,500-$1,800.

Girls' Club workers (7), Settlements, East and Mid-West. $1,500-$2,400.

Experienced family case workers, East, South and Mid-West. $1,500-$2,500.

Executives (6) case work experience, welfare centers, East. $2,000-$2,500.

Opportunities for college graduates with sociology major to secure training in family case work, beginning salary $100 per month.

THE COLLEGIATE SERVICE Inc.

Occupational Bureau for College Women
7-11 East 44th Street
New York City

WORKERS WANTED

BAND MASTER WANTED — The Pennsylvania Training School, Morganza, Pa., will employ a high class Band Master and Musical Director if satisfactory terms can be agreed upon. Address W. F. Penn, Superintendent.

EXPERIENCED GIRLS' SUPERVISOR wanted for Jewish Children's Home, located in the South. 5795 SURVEY.

WANTED: to get in touch with educated, refined woman to care for three motherless children of school age and supervise family, living in Southern California. 5812 SURVEY.

MISCELLANEOUS

A CHILD CARING organization wishes to place a few girls aged from five to twelve years in superior private Christian homes in order that they may have the advantage of a normal happy family life. Health, clothing and educational expenses will be borne by the organization. Homes situated in vicinity of Philadelphia, Pittsburgh or New York preferred. All agreements private. Please reply to 5816 SURVEY.

RESEARCH: We assist in preparing special articles, papers, speeches, debates. Expert, scholarly service. AUTHOR'S RESEARCH BUREAU, 500 Fifth Avenue, New York.

Alice Bradley, famous expert, shows just how to make home cooking, cake-making, candy-making give big profits. How to cater, run profitable TEA ROOMS, Motor Inns, Cafeterias, etc.—over 51 ways to Make Money! Write today for illus. booklet "Cooking for Profit," it's FREE.

American School of Home Economics, 849 E. 58th Street, Chicago

At the Conference—

GERTRUDE D. HOLMES, *Director*
of the
SOCIAL WELFARE DIVISION
of the
EXECUTIVE SERVICE CORPORATION
Pershing Square Bldg. **New York City**

will be in attendance at the National Conference of Social Work, Des Moines, Iowa, May 11th-18th, 1927. Miss Holmes will be pleased to meet and confer with executives and social workers regarding placement service.

For information regarding headquarters during the conference, apply at the Survey's booth.

PRODUCED BY UNZ.ORG
ELECTRONIC REPRODUCTION PROHIBITED